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CAUT ACPPU
# BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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## Board and Senate Bypassed in Navitas Deal

*New Private College Coming Soon to the University of Manitoba*

The University of Manitoba last year signed a controversial agreement that outsources provision of ESL and intro-level courses for international students.

OFFICIALS at the University of Manitoba remain tight-lipped over plans to launch a private college on campus later this year, despite mounting calls for openness and a debate over the proposal.

The International College of Manitoba (ICM) will open its doors to foreign students in the fall of 2008, operating as a private, for-profit school run by Navitas Ltd., an Australia-based self-described "global education provider."

International students able to pay Navitas' hefty fees will take English as a Second Language and introductory-level courses, and use U of M classrooms, although ICM will remain a separate legal entity from the university.

The agreement was quietly brokered without notice to the university senate, board of governors, or faculty association, and was a done deal by the time of the contract's announcement on the Navitas web site Nov. 26.

Both the university and Navitas have refused to divulge details on the deal.

Brenda Austin-Smith, president of the University of Manitoba Faculty Association, questions the arrangement because it confers status on the private school, even though ICM will not be subject to typical standards or reviews expected of regular U of M departments.

She also remains unconvinced that ICM "grads" will be held to the same admission standard as all other applicants when it comes to competing for spots at the university.

"Is it possible that an ICM student with a lower grade point average will be given preference over a student who has come through the University 1 stream at the U of M and has a higher GPA?" she asked.

U of M vice-president academic Robert Kerr insisted that won't happen, but the ICM website states "ICM guarantees you entry into second-year university."

Navitas, formerly IBT Education, established a similar college at Simon Fraser University in 2006, called Fraser International College.

Navitas is also in the process of negotiating what would be its third Canadian deal with McMaster University in Hamilton. McMaster's community is being given an opportunity to review the deal before a vote on its acceptance.

Plans for ICM remained unknown to faculty at the University of Manitoba until December when the Globe and Mail published an advertisement seeking applicants for positions at the college.

U of M president Emöke Szathmary and Kerr faced heated questions over the issue at recent senate meetings. Pressed on whether the senate, which has general charge of all matters of academic nature, has a fundamental right to review the deal, Szathmary replied, "It is not the business of the senate to review legal contracts."

Austin-Smith said the university has been open in stating its need to attract more international students — who pay higher tuition fees — in an era of diminished government funding of higher education.

In addition to the outsourcing of faculty work, she said "What's troubling about this deal is its secrecy. A major academic and administrative decision has been taken without any consideration by the governing bodies of the university." ■

## Une entente négociée sous le voile du secret avec Navitas

*L'ouverture prochaine d'un nouveau collège privé à l'Université du Manitoba*

LES DIRIGEANTS de l'Université du Manitoba restent silencieux au sujet de l'ouverture d'un collège privé sur le campus à l'automne prochain, malgré les appels à la transparence de plus en plus nombreux et la controverse que suscite le projet.

Le Collège international du Manitoba (ICM), qui ouvrira ses portes aux étudiants étrangers à l'automne 2008, sera exploité à titre d'établissement d'enseignement privé à but lucratif par la société australienne Navitas Ltd., qui se décrit comme une « société internationale de formation ».

Les étudiants internationaux prêts à payer à Navitas des droits d'inscription exorbitants suivront des cours d'anglais langue seconde et des cours d'introduction et utiliseront les locaux de l'université, même si le collège ICM demeurera une entité juridique distincte.

Les nègociations entourant l'entente se sont effectuées sans bruit, à l'insu du sènat de l'université, du bureau des

Voir **NAVITAS** à la page A8

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The Mortgage Centre
Discount Rates Page A7

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# COMMENTARY
# TRIBUNE LIBRE

## With Help after Stroke, I Taught as Well as Ever

By MICHAEL SOMERTON

I WAS ABLE-BODIED for 64 years until a year and a half ago. Then in June 2006 the course of radiotherapy I was undergoing for prostate cancer was interrupted by a massive brainstem stroke.

This led to severe paralysis in my left arm and left leg, hearing loss in my right ear, dysphagia and partial paralysis of the right side of my face. If that weren't enough, I then contracted pneumonia, swiftly followed by MRSA. My speech became slurred. Even now, I find I have to articulate words more deliberately. Friends tell me I speak more slowly than I did before – not a bad thing for a teacher. And I still have considerable mobility problems.

Initially I was so ill that I had no idea if I would continue working. I will be 65 next birthday, so perhaps, I thought, it was an appropriate time to bow out after 36 years of full-time teaching and seven years as a part-time lecturer. Concerned colleagues gently counselled me to retire. But I couldn't give up. I wanted to show I could still do it.

So, while in hospital, I rewrote my syllabus and did some preparatory reading. Then came a blow. In September 2006 I received a letter from the university human resources department saying that before offering me a contract they would need medical advice as to my fitness to undertake the work for the module that was to start in December.

I wrote back telling them that I had already started working on the module, that I was intellectually coherent, that I expected to do the course and would give them a note from my GP just before the module commenced. Two weeks elapsed, then without explanation a contract arrived. My union had intervened because the withholding of the contract was arguably discriminatory. The university was obliged to make reasonable adjustments under the relevant disability discrimination legislation to allow me to teach.

Michael Somerton explains how medical, university and union aid got him back into class.

I was discharged from the stroke unit and received regular treatment from a speech therapist, physiotherapist, dietitian, stroke nurses, district nurses and occupational therapist. The last helped me to regain some use of my left hand and wrote a letter to my GP and the university occupational health manager saying that with appropriate support I would be able to teach, but from a wheelchair to conserve energy.

The problem was that I could not raise my arm high enough to use anything but the very lowest areas of the whiteboard, but anyway, being left-handed, my writing was barely legible and too slow. The disability adviser suggested a support worker to scribe for me.

I approached my first day back with trepidation. I worried about my voice and deaf right ear. Would the students hear me and I them? Would I have enough stamina to last for three hours?

I had sent Peter, my support worker, a note explaining how I would run my classes. His duties consisted of summarising my exposition on the whiteboard as I went along. In addition, he opened doors for me, helped me to the toilet and steadied me if I threatened to fall when getting out of my wheelchair. He took notes of student requirements for handouts and gave out documents for me because I couldn't do so. He also packed my bag at the end of the class and helped my wife get me into the car.

The module went well. One student said: "Your knowledge of the subject and passion was great to see and listen to. It shone through despite the many difficulties your ill health has caused

See STROKE Page A9

## BC Student Discrimination Lawsuit Dismissed

A SIX-YEAR battle in which a student's lawsuit threatened academic freedom has come to a victorious end for four faculty members at the University of British Columbia.

In January, the B.C. Supreme Court dismissed a civil action filed in 2002 by Cynthia Maughan, a graduate student at UBC who alleged she had been discriminated against on the basis of her Christian faith by her English seminar teacher, Lorraine Weir. The court concluded there was no evidence on which a reasonably instructed jury could find in favour of the student. CAUT has since learned Maughan is appealing the decision.

Maughan initially appealed the final grade she received in Weir's course to the UBC senate after having exhausted other internal complaints procedures. When the internal complaints and appeals proved unsuccessful, she launched her civil action in the B.C. Supreme Court.

In 2003 she filed a human rights complaint against Weir and three other UBC professors, the university, UBC Faculty Association and CAUT.

In January 2006 the B.C. Human Rights Tribunal summarily dismissed Maughan's complaint. Two months later, Maughan filed for a judicial review of the tribunal's dismissal, but has not yet pursued that appeal.

Maughan's civil action was novel as the legislation which she relied on had not been fully tested in B.C., says CAUT senior legal counsel Rosemary Morgan.

Maughan alleged the four professors and UBC had promoted hatred against her because of her religion, contrary to the Civil Rights Protection Act of British Columbia. No other province has similar legislation.

Unlike the Human Rights Code, this legislation is quasi-criminal and makes it an offense to promote hatred against individuals because of their religion or other protected characteristics such as sex and disability. It is similar to the Human Rights Code, but in contrast to the Code, the Act requires proof of an intention to promote hatred. It is distinguishable from the Criminal Code because it does not require proof of an intention to promote violence.

"In Maughan's case, there was not only no evidence of promotion of hatred against her, but no evidence of an intention to promote hatred on the ground of religion," Morgan said.

The most significant aspect of the decision to dismiss Maughan's case was the court's appreciation of the perceptible risk to academic freedom of expression in Maughan's claim: "The law must be restrained in intervening in the conduct of affairs in any circumstances where what are at issue are expressions and communications made in the context of an exploration of ideas, no matter how controversial or provocative those ideas may be."

Maughan had alleged in part that Weir, as well as the three colleagues who supported her after Maughan complained to the administration, had discriminated against her on the basis of religion because, knowing she was a Christian, Weir allowed a class to be held on a Sunday.

Maughan had participated in the class that set the course schedule, and did not object formally to the Sunday class for some time. Later when she did object, in accordance with UBC policy, Weir accommodated her request for an alternative assignment, but Maughan claimed the failure to change the schedule constituted promotion of hatred.

She further claimed Weir's critique of her written work constituted promotion of hatred against her on the basis of her religion.

See DISCRIMINATION Page A5

## PRESIDENT'S COLUMN

# What Can We Do about Workplace Bullying?

By GREG ALLAIN

In my January column, I examined the extent, causes and consequences of workplace bullying. I've since received a number of e-mails attesting to the existence, and severity, of bullying on various campuses.

Unfortunately, there are very few statistics on its prevalence in the academic world as bullying often slips under the radar. What we do have is anecdotal evidence from a number of participants at various CAUT activities, such as conferences, workshops and fora, over the last several years that workplace bullying and member vs. member disputes are increasing.

Most experts, including Angelo Soares of the University of Quebec at Montreal, whom I quoted in my last column, agree bullying is a widespread problem.

Maria Isabel S. Guerrero, a New York-based lawyer who practices in the area of employment litigation and writes about the global workplace and employment law, says whether we call it mobbing, victimization, workplace bullying or psychological terror or harassment, it is "one of the most rapidly emerging workplace violence complaints."

The devastating effects bullying has on its victims, and the heavy toll it can take on colleagues, family and friends certainly warrants it being taken very seriously indeed.

So what can we do about this pathological behaviour that can poison entire workplaces? Since this is a huge area to cover, it may be useful to start at the macro level and work down to the local (micro) level.

A macro level approach includes a growing number of national and international jurisdictions that have adopted workplace bullying or psychological harassment legislation.

I mentioned last month that French psychologist Marie-France Hirrigoyen's 1998 book on the phenomena quickly became a bestseller and triggered trade union activism, which led to workplace bullying legislation in France. But Sweden was the first European Union country to enact laws against bullying in 1994, legislation that followed the pioneering research by Dr. Heinz Leymann, who coined the term "mobbing."

**Disputes between members are one of the things the employer is supposed to prevent, precisely to the extent that it creates a toxic environment of intimidation and harm.**

According to the Canada Safety Council web site, "Over the past decade, workplace bullying has become an internationally recognized occupational health and safety issue. Prevention of bullying is one of the objectives in the European Commission's strategy for health and safety at work. Many European and Scandinavian countries, including France, Germany, Italy, Sweden, Spain, the Netherlands, and Norway, have introduced various regulatory responses to the problem. In the United Kingdom, Ireland and Australia, the courts currently address bullying under existing legislation. In the United States, workplace bullying is not yet recognized by the legal system although a few states have initiated bills."[1]

There are calls for an EU-wide adoption of a law on workplace bullying. Closer to home, Quebec was the first North American jurisdiction to pass a law against "psychological harassment" in 2004, and Saskatchewan recently amended its Occupational Health and Safety Act to include abuse of power and bullying in the workplace.

What was once a school yard issue has now moved into the workplace and a patchwork of jurisdictions have passed laws to deal with it. But what can we do locally?

Bullying and harassment of any kind are in no-one's interest and as individuals, there are things we can do. If a colleague confides in us about being bullied, we should listen and encourage the person to talk to the faculty association's grievance officer, who will investigate their complaint and offer advice on what action needs to be taken.

We can also ensure our faculty associations recognize the seriousness of bullying incidents that do come to their attention by encouraging them to investigate complaints promptly and objectively, treat all complaints seriously and negotiate appropriate collective agreement language.

When allegations of bullying or harassment are made by one colleague against another, it's often framed as a member vs. member dispute and can place a faculty association in a difficult position.

But, as CAUT assistant executive director Peter Simpson argued during his presentation to our national senior grievance officers' forum in December, we should radically reconceive employee disputes and place them firmly "where they belong: within the domain of managerial authority and responsibility."

This shift in perspective is vital Simpson said, as "what might look like a dispute between members is in fact, and at law, a breach of the duty to maintain that open place, a breach by those in charge, and held responsible by law for its maintenance. Disputes between members are one of the things the employer is supposed to prevent, precisely to the extent that it creates a toxic environment of intimidation and harm."

Few of our collective agreements have explicit reference to bullying, but that should not be a deterrent to grieving incidents of bullying.

As Simpson also noted, "there is sufficient clarity in established case law, including Supreme Court decisions, to pursue a case through the grievance and arbitration framework even if one has only the legislation to rely on."

Soares' UQAM web pages offer more information on bullying and mobbing, *www.er.uqam.ca/nobel/r13566/*, and over the next few months *CAUT will* be working on developing additional materials on workplace bullying to assist its member associations in addressing this issue.

In my March column: another growing concern — stress in the workplace. Stay tuned! ■

1. Targeting Workplace Bullies, http://www.safety-council.org/info/OSH/ bully-law.huml

## LE MOT DU PRÉSIDENT

# Que pouvons-nous faire pour contrer la victimisation?

Par GREG ALLAIN

Dans ma rubrique de janvier, j'ai examiné l'ampleur, les causes et les conséquences du harcèlement psychologique sur le lieu de travail. J'ai depuis reçu plusieurs courriels attestant de l'existence et de la gravité de ce problème sur divers campus.

Il existe malheureusement très peu de données statistiques sur l'ampleur du phénomène en milieu universitaire du fait qu'il passe souvent inaperçu. Nous disposons par contre d'une série d'observations empiriques recueillies auprès de participants aux diverses activités organisées ces dernières années par l'ACPPU, telles que ses conférences, ateliers et forums, et qui conduisent à penser que le nombre de cas de harcèlement moral et de différends entre membres ne cesse d'augmenter.

La plupart des experts, au nombre desquels figure le professeur Angelo Soares de l'Université du Québec à Montréal (UQAM) et que j'ai cité dans ma dernière rubrique, s'entendent pour dire que le harcèlement psychologique est un problème largement répandu.

Selon Maria Isabel S. Guerrero, avocate de New York spécialiste des litiges en matière d'emploi et auteure d'ouvrages sur le marché global et le droit du travail, quelle que soit l'appellation donnée à ce phénomène (harcèlement moral ou psychologique, intimidation, persécution, victimisation ou psychoterreur), il apparaît aujourd'hui comme « l'un des motifs de plaintes pour violence au travail qui sont de plus en plus invoqués ».

Les effets dévastateurs du harcèlement psychologique sur les victimes, tout comme les lourdes conséquences qu'il peut entraîner sur les collègues, la famille et les amis commandent de toute évidence que le problème soit considéré avec le plus grand sérieux.

Que pouvons-nous donc faire pour enrayer ce comportement pathologique qui peut empoisonner complètement le milieu de travail? Pour essayer de circonscrire cette ample question, il peut être utile de l'aborder dans un premier temps sous une optique macroscopique pour ensuite se pencher sur ses particularités à l'échelle locale ou microscopique.

Sur le plan d'ensemble, on recense un nombre sans cesse grandissant d'instances nationales et internationales qui légifèrent sur le harcèlement moral ou psychologique en milieu de travail.

J'ai mentionné le mois dernier que le livre traitant de ce phénomène, publié en 1998 par la psychiatre française Marie-France Hirigoyen, s'était vite hissé au rang des best-sellers et avait suscité une vague de militantisme syndical, au point d'amener la France à se doter d'une loi protégeant les travailleurs contre le harcèlement moral au travail. Mais c'est la Suède qui a été le premier pays membre de l'Union européenne à promulguer des lois en la matière en 1994, dans la foulée des travaux de recherche novateurs du professeur Heinz Leymann, à qui l'on doit le terme « mobbing ».

Dans un article publié sur son site web, le Conseil canadien de la sécurité écrit : « Depuis une décennie, le harcèlement psychologique au travail est devenu un problème de santé et sécurité au travail reconnu partout dans le monde. La prévention du harcèlement moral sur le lieu de travail fait même partie des objectifs énoncés dans la communication de la Commission européenne concernant la nouvelle stratégie en matière de santé et de sécurité au travail. Plusieurs pays européens et scandinaves, dont la France, l'Allemagne, l'Italie, la Suède, l'Espagne, les Pays-Bas et la Norvège, ont adopté plusieurs mesures réglementaires pour s'attaquer à ce problème. Au Royaume-Uni, en Irlande et en Australie, les cours traitent actuellement le harcèlement moral conformément aux lois existantes. Chez nos voisins du Sud, le harcèlement moral sur le lieu de travail n'est pas encore reconnu par l'appareil judiciaire, sauf dans quelques États où des projets de loi ont été déposés.[1] »

À l'heure actuelle, des appels sont lancés pour que soit adoptée à l'échelle de l'Union européenne une loi visant à réprimer le harcèlement moral sur le lieu de travail. Plus près de chez nous, le gouvernement du Québec a été le premier en Amérique du Nord à promulguer, en 2004, une loi qui proscrit le harcèlement psychologique, et la Saskatchewan a récemment modifié sa loi sur la santé et la sécurité au travail afin de rendre illégaux les actes d'abus de pouvoir et de harcèlement psychologique au travail.

Ce qui était auparavant un problème limité aux cours d'école s'est déplacé vers les lieux de travail et a pris des proportions telles qu'un bon nombre de gouvernements ont été conduits à légiférer pour y

Voir VICTIMISATION à la page A7

# You. Windsor.

DIASPORA STUDIES

Canada is the world's second largest destination for immigrants and Windsor is the country's fourth most diversified community. Moreover, the University has one of Canada's most diverse student bodies. That, coupled with the significant immigrant populations in the nearby U.S., make Windsor an outstanding base for academics pursuing diasporic studies. It also suggests that international academics will find a diversified and receptive community when they choose to make Windsor their home.

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# ACTUALITÉS

## Une conférence se penche sur les défis des universitaires autochtones

Près de cent participants se sont réunis à Winnipeg au début du mois dans le cadre de la première conférence de l'ACPPU à l'intention des universitaires autochtones, placée sous le thème « Trouver sa voie dans le secteur de l'enseignement supérieur ».

« Cet événement remarquable a remporté un grand succès », a déclaré le président de l'ACPPU, Greg Allain. « C'était la première fois, je crois bien, qu'un tel groupe d'universitaires autochtones se réunissait en si grand nombre au Canada. Cette expérience fort instructive s'est déroulée dans un esprit dynamisant et constructif et a donné lieu à un plan d'action à la réalisation duquel nous travaillerons tous ensemble. »

Organisée par le Groupe d'étude sur l'éducation postsecondaire des Autochtones de l'ACPPU, la conférence a porté sur huit sujets de premier plan : les conditions de travail; la promotion de carrière et le mentorat; le rôle que jouent les associations de personnel académique à titre de représentants des intérêts des membres autochtones; les relations avec les communautés autochtones; les relations entre les membres autochtones et non autochtones du *corps professoral*; les questions concernant les étudiants autochtones; les attitudes et les obstacles auxquels font face les membres autochtones dans les établissements; ainsi que le rôle des connaissances traditionnelles dans l'enseignement et la recherche.

La dernière journée de la conférence a été consacrée à l'examen des mesures que l'ACPPU pourrait mettre en oeuvre. Parmi les questions prioritaires retenues par les participants figurent la mise en place d'un système de cotation de tous les collèges et universités pour déterminer leur degré d'appui aux Autochtones, la création d'une liste de diffusion pour les universitaires autochtones du Canada, la publication dans la collection d'ouvrages de l'ACPPU d'un compte-rendu des idées et des stratégies dégagées de la conférence, ainsi que la rédaction d'un guide de la négociation collective spécifique aux questions autochtones.

« Nous espérons faire de cette conférence un événement régulier pour que nous puissions poursuivre nos échanges avec nos collègues autochtones et évaluer les progrès que nous aurons marqués », a indiqué M. Allain. ■

### Le groupe d'étude

Le Groupe d'étude sur l'éducation postsecondaire des Autochtones créé par l'ACPPU regroupe des représentants des communautés des Premières nations, des Métis et des Inuits du Canada. Il est formé des membres suivants : Jo-ann Archibald, doyenne associée à l'éducation des Autochtones, Université de la Colombie-Britannique; Richard Atleo, qui a coprésidé le Comité scientifique pour les pratiques forestières durables de Clayoquot Sound et qui est actuellement agent de liaison pour la recherche à l'Université du Manitoba et professeur adjoint auxiliaire à l'Université de Victoria; Valerie Hart, coordonnatrice des programmes d'études pour les Inuits au Collège de l'Atlantique Nord; Dan McDonald, président de l'association du personnel académique du Collège universitaire Malaspina et président de la Nation métisse de Mid-Island; David Newhouse, titulaire de la chaire d'études autochtones à l'Université Trent et coprésident du Trent Aboriginal Education Council; Corinne Jetté, professeure retraitée de génie à l'Université Concordia et membre du conseil de la Canadian Aboriginal Science and Technology Society; Charlotte Ross, coordonnatrice des programmes d'études pour les étudiants autochtones à l'Université de la Saskatchewan; Wanda Wuttunee, chef du département des études autochtones à l'Université du Manitoba; Winnie Montague, administratrice adjointe de district au Collège de l'Atlantique Nord; Blair Stonechild, professeur d'études autochtones à l'Université des Premières nations du Canada; Emma Laroque, professeure d'études autochtones à l'Université du Manitoba.

English on page A6.


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# NEWS ACTUALITÉS

## CALL FOR NOMINATIONS | APPEL DE CANDIDATURES

## CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2008.

### Position Vacancies

**President.** Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local level.

**Vice-President.** Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

**Treasurer.** Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

**Three Members-at-Large.** Responsible for undertaking duties as decided by the officers and the executive committee.

**Chair, Collective Bargaining and Economic Benefits Committee.** Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in collective bargaining and shall normally have served at least one year on the committee.

**Chair, Librarians' Committee.** Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians' Committee should have considerable experience representing the interests of librarians and knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

### Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and committee chairs is two years.

### Nomination Procedure

Nominations should be sent to:
**William Bruneau**
**Chair, Elections and Resolutions Committee**
**Canadian Association of University Teachers**
**2705 Queensview Drive**
**Ottawa, Ontario K2B 8K2**
Fax: (613) 820-7244

Nominators should include:
(1) a letter of nomination;
(2) a brief statement of why the nominator feels the nominee is qualified to serve;
(3) the agreement of the nominee to serve if elected; and
(4) a completed copy of the standard information form available at www.caut.ca.

### Nomination Deadline 1 March 2008

Note: Information on release time is available at www.caut.ca/pages.asp?page=312&lang=1

## Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2008.

### Les postes vacants

**La présidence.** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale.

**La vice-présidence.** La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

**Le trésorier.** La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

**Trois membres ordinaires.** Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

**La présidence du Comité de la négociation collective et des avantages économiques.** Le titulaire doit présider le CNCAÉ et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable en négociation collective et doivent normalement avoir siégé au moins un an au sein du comité.

**La présidence du Comité des bibliothécaires.** Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires et une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

### Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

### Méthode de mise en candidature

Prière d'adresser les candidatures à :
**M. William Bruneau, président**
**Comité des élections et résolutions**
**Association canadienne des professeures et professeurs d'université**
**2705, promenade Queensview**
**Ottawa (Ontario) K2B 8K2**
Téléc. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :
(1) une lettre de mise en candidature;
(2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues;
(3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection;
(4) une copie du formulaire d'information réglementaire, dûment rempli, disponible sur le site www.acppu.ca.

### La date limite 1er mars 2008

Les renseignements au sujet du dégagement se trouvent à : www.acppu.ca/pages.asp?page=312&lang=2

**Canadian Association of University Teachers**
**Association canadienne des professeures et professeurs d'université**

## Strike Ends at St. Thomas

CLASSES resumed at St. Thomas University Feb. 5 after striking professors and the administration agreed to binding arbitration for any remaining issues under dispute.

Faculty association president Suzanne Dudziak said that despite having resolved a number of issues, the two sides failed to agree on several key issues, including salaries, benefits, the base stipend for part-time faculty and working conditions for limited term appointments.

"Once we determined a negotiated settlement wasn't possible because of the employer's intransigence, we opted for arbitration to end the strike and return to the classroom," Dudziak said.

Negotiations at STU began 12 months ago and academic staff were locked out by the administration Dec. 27 before later going on strike.

STU's final contract offer was rejected by the union's membership in late January.

Dudziak said member support remained strong throughout the lockout and month long strike.

"Solidarity between full- and part-time faculty and the support of CAUT's Defence Fund and other unions has been wonderful," she said. "It made a huge difference in helping us to stay strong during this bitter dispute.

"We returned to work proud of our efforts and the achievements we were able to negotiate, and we are prepared to continue to defend our rights."

Flying pickets from across the country joined the union's picket lines every week of the lockout and strike. ■

## *Fin de la grève à St. Thomas*

LES COURS ont repris le 5 février à l'Université St. Thomas après que les professeurs et la direction eurent convenu de recourir à l'arbitrage obligatoire pour régler les points encore en litige.

La présidente de l'association des professeurs, Suzanne Dudziak, a déclaré que les deux parties étaient parvenues à régler plusieurs points, mais qu'elles n'avaient pas réussi à s'entendre sur les salaires, les avantages sociaux, la rémunération de base pour le personnel à temps partiel et les conditions de travail des titulaires de postes à durée déterminée.

« À partir du moment où il nous est apparu impossible de pousser plus avant nos revendications par la voie de la négociation à cause de l'intransigeance de l'employeur, nous avons choisi de recourir à l'arbitrage pour mettre fin à la grève et permettre le retour en classe », a expliqué Mme Dudziak.

Les négociations à St. Thomas ont été amorcées il y a un an, et les membres du personnel académique ont été mis en lock-out par leur employeur le 27 décembre avant de déclencher la grève par la suite.

Les membres du syndicat ont rejeté l'offre finale de l'université à la fin de janvier.

L'appui des membres est demeuré indéfectible tout au long du lock-out et de la grève d'un mois, a indiqué Mme Dudziak.

« La solidarité entre les professeurs à temps plein et à temps partiel et le soutien de la Caisse de défense de l'ACPPU et des autres syndicats ont été massifs », a-t-elle tenu à souligner. « Cela a vivement contribué à fortifier notre détermination au cours de cet âpre conflit. »

« Nous avons repris le travail avec la fierté d'avoir déployé tous les efforts nécessaires et d'avoir réussi à négocier des avancées significatives, et nous sommes prêts à poursuivre la lutte pour défendre nos droits. »

Des délégations de piquets volants provenant de toutes les régions du pays sont venues renforcer les lignes de piquetage du syndicat pendant toute la durée du lock-out et de la grève. ■

## Discrimination

☞ From PAGE A2

Not only did the court find this claim could not constitute promotion of hatred since the discussions or communications all occurred between Weir and Maughan alone, with no one else privy to such critique, but also the court pointed out that critique of academic work is the role of academics.

The court argued that while critique may cause discomfort for students at times, especially when dealing with challenging subject matter, and that the discomfort may arise from their religious beliefs, it is not the role of the courts to supervise that dialogue or academic critique and academic process in the absence of some clear evidence of promotion of hatred on the basis of religion.

The court ruled Weir's response to Maughan's internal university complaints and to Maughan's later civil action and human rights complaint were reasonable in the circumstances: " . . . Dr. Weir was doing no more than making public comment on matters already made public by the lawsuit and Ms. Maughan's former counsel. Nothing in the comments could be construed as interfering with Ms. Maughan's civil rights or promoting hatred of contempt for or her inferiority in comparison to others. The statements do not aver racism, even inferentially against Ms. Maughan, they assert that 'understandably' Ms. Maughan became upset with the controversial course material."

Justice A.F. Cullen concluded: "this is a case that failed because it relied upon speculation, innuendo and conjecture."

The court noted that evidentiary thresholds, requiring proof of intention to incite or promote hatred against someone because of their religion, are standards which, "while not depriving those subjected to harm of the right to a remedy for malicious or morally oblique behaviour, are nevertheless necessary to further academic freedom, which is vital to the function of a university and the community it serves, and freedom of expression, which is crucial to the operation of a free and democratic society."

On behalf of the UBC Faculty Association, CAUT has provided legal representation to Weir and her colleagues throughout this case. ■

The full decision can be viewed at: http://www.courts.gov.bc.ca/jdbtxt/sc/08/00/2008bcsc0014err1att.htm

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# NEWS

## Navigating the Academy: Conference Connects with Aboriginal Scholars

CLOSE TO 100 academics gathered in Winnipeg earlier this month for CAUT's first conference for Aboriginal scholars.

Navigating the Academy was "a remarkable event," said CAUT president Greg Allain. "I believe it was the largest gathering ever of Aboriginal academics in Canada. The discussion was enlightening, stimulating and productive. The conference explored important issues and set out a plan of action that we will all work on together."

Planned by CAUT's Working Group on Aboriginal Post-secondary Education, the conference focused on eight key topics – working conditions, career development and mentoring, the role of academic staff associations in representing their Aboriginal members, relations with Aboriginal communities, relations between Aboriginal and non-Aboriginal staff, student issues, institutional attitudes and barriers, and the role of indigenous knowledge in teaching and research.

Conference attendees spent the final day identifying initiatives CAUT could implement. Among the priority issues are rating all universities and colleges for Aboriginal supportiveness, establishing a listserv for Aboriginal academics in Canada, publishing a book in the CAUT book series on ideas and strategies from the conference, and preparing a collective bargaining guide on Aboriginal issues.

"We hope to make this conference a regular event so we can continue discussion with our Aboriginal colleagues and evaluate our progress," Allain said. ■

### Working Group Profile

CAUT's Working Group on Aboriginal Post-secondary Education is made up of First Nations, Metis and Inuit academics from across Canada. The members are Jo-ann Archibald, associate dean for indigenous education at the University of British Columbia; Richard Atleo, who served as co-chair of the Scientific Panel for Sustainable Forest Practices in Clayoquot Sound and is currently research liaison at the University of Manitoba and associate adjunct professor at the University of Victoria; Valerie Hart, Inuit education coordinator with the College of the North Atlantic; Dan McDonald, president of the faculty association at Malaspina University College and president of the Mid-Island Metis Nation; David Newhouse, chair of indigenous studies at Trent University and co-chair of the Trent Aboriginal Education Council; Corinne Jetté, retired professor of engineering at Concordia University and member of the board of the Canadian Aboriginal Science & Technology Society; Charlotte Ross, coordinator of the academic program for Aboriginal students at the University of Saskatchewan; Wanda Wuttunee, head of native studies at the University of Manitoba; Winnie Montague, associate district administrator at the College of the North Atlantic; Blair Stonechild, professor of indigenous studies at the First Nations University of Canada, and Emma Laroque, professor of native studies at the University of Manitoba.

Version française à la page A4.

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# NEWS ACTUALITÉS

## Victimisation

☞ suite de la PAGE A3

remèdier. Mais nous, que pouvons-nous faire dans notre environnement immédiat?

Le harcèlement, quelle soit sa forme, ne bénéficie à personne, et il y a plusieurs mesures que nous pouvons prendre à titre individuel pour prévenir ce problème. Lorsqu'un collègue nous confie être victime de harcèlement psychologique, nous devons lui prêter une oreille attentive et l'encourager à signaler la situation à l'agent des griefs de l'association du personnel académique, qui se chargera d'enquêter sur la plainte et proposera les dispositions utiles à prendre.

Nous pouvons aussi faire en sorte que nos associations prennent toute la mesure du sérieux des incidents qui sont portés à leur attention en les encourageant à enquêter promptement et en toute objectivité sur les plaintes déposées, en traitant toutes les plaintes avec le plus grand sérieux et en négociant dans les conventions collectives des dispositions particulières appropriées à ce genre de situation.

Les cas d'allégations de harcèlement ou d'intimidation portées contre d'autres collègues de travail sont souvent assimilés à des conflits interpersonnels et peuvent mettre les associations dans une position difficile.

Mais comme l'a fait valoir Peter Simpson, directeur général adjoint de l'ACPPU, dans son exposé présenté au Forum national des agents principaux des griefs que l'ACPPU a tenu en décembre dernier, il nous faut changer radicalement notre conception des différends entre membres et les considérer sans aucune réserve « pour ce qu'ils sont vraiment : des problèmes qui relèvent expressément des pouvoirs et responsabilités de la direction ».

Ce changement d'approche est indispensable, explique Peter Simpson, car « ce qui peut avoir l'apparence d'un conflit entre des membres est en fait, et en vertu de la loi, une violation de l'obligation de maintenir un milieu de travail libre de toute forme de harcèlement, une violation commise par ceux qui sont aux commandes et qui sont tenus par la loi de maintenir un tel milieu. Les conflits entre les membres figurent parmi les situations que l'employeur est censé prévenir, dans la mesure précisément où elles créent un environnement de travail néfaste régi par l'intimidation et l'hostilité ».

Peu de nos conventions collectives font explicitement état du harcèlement psychologique, mais cela ne devrait pas nous dissuader pour autant de dénoncer par voie de griefs des actes de harcèlement.

Peter Simpson note à ce sujet que « la jurisprudence établie, et notamment les jugements de la Cour suprême, est suffisamment claire et précise en la matière pour permettre aux victimes de chercher réparation au travers de la procédure de règlement des griefs et d'arbitrage, même si ces personnes ne peuvent s'appuyer que sur les lois en place ».

Pour un complément d'information sur le harcèlement psychologique au travail, je vous invite à consulter le site web du professeur Soares de l'UQAM (www.er.uqam.ca/nobel/r13566/). De plus, au cours des *prochains* mois, l'ACPPU produira d'autres outils d'information sur le sujet pour aider ses associations membres à lutter contre ce comportement inacceptable.

Ma rubrique de mars portera sur un autre problème de plus en plus préoccupant : le stress professionnel. Restez à l'écoute! ■

1. CCS, *Harcèlement psychologique*, http://www.safety-council.org/CCS/sujet/SST/harcel.html


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## Turkey: Academic Freedom Curtailed

THE RECENT conviction of Turkish political science professor Atilla Yayla on charges of insulting the late founder of modern Turkey is a chilling statement on academic freedom in that country, CAUT warns.

Yayla, who was charged with the offence in 2006 and dismissed from his academic post at Ankara's Gazi University, received a 15-month suspended jail sentence on Jan. 28 after he questioned some of the policies of Mustafa Kemal Atatürk, the man who established secular Turkey and was its first president. Insulting Ataturk's memory is a crime in Turkey.

Yayla, 50, heads the Association for Liberal Thinking, an organization that lobbies for freedoms and liberal economic policy, and is the author of numerous books and articles on terrorism, liberalism and social justice. He has since been reinstated in his teaching position at the university, but says his trial highlights the limits on free speech and academic debate in Turkey.

CAUT, in a letter to Turkey's minister of justice, urged the government to reverse the conviction.

"The arrest and sentencing of Professor Yayla represents a gross violation of his academic freedom and is in contravention of international standards protecting the right to freedom of expression," the letter said. "We urge you, without delay, to vacate the court's *decision and permit Professor* Yayla to freely pursue his academic work and exercise his right to freedom of expression."

Yayla, who denied the charge of insulting Atatürk, says the sentence means he will be followed by authorities and his behaviour monitored for two years. He also fears that student spies will monitor every lecture he delivers and says such tactics are chilling to other teachers who will think twice before exercising their right to academic freedom. He said about 40 Turkish laws infringe on *freedom of expression.*

Turkey is currently seeking to join the European Union, but is attracting criticism over its human rights record. Dozens of Turkish writers and intellectuals, including novelist and Nobel laureate Orhan Pamuk, have been prosecuted under similar laws to the one used against Yayla.

*Some laws ban "insulting* Turkishness," while others criminalize acts that "insult or belittle" various state institutions.

Although he died in 1938, Atatürk retains iconic status in Turkey and his portrait hangs in all government offices. ■

**A Turkish court imposed a suspended 15-month jail sentence last month on professor Atilla Yayla for insulting Ataturk, modern Turkey's founder, in a case likely to draw European Union criticism.**

## Liberté académique restreinte en Turquie

LA RÉCENTE condamnation du professeur de sciences politiques turc Atilla Yayla pour avoir insulté le père fondateur de la Turquie moderne est un signal particulièrement inquiétant pour la liberté académique dans ce pays, met en garde l'ACPPU.

Après avoir été inculpé en 2006 et congédié de l'Université Gazi à Ankara, le professeur Yayla a été condamné le 28 janvier à 15 mois de prison avec sursis pour avoir remis en question certaines des politiques instaurées par Mustafa Kemal Atatürk, le premier président et fondateur de la République laïque de Turquie. Offenser la mémoire d'Atatürk est considéré comme un crime dans ce pays.

Le professeur Yayla est président de l'Association pour la Libre Pensée – un organisme de défense des libertés et des politiques économiques libérales – et est l'auteur de nombreux livres et articles sur le terrorisme, le libéralisme et la justice sociale. Même s'il a depuis réintégré son poste de professeur à l'université, il estime que son passage en justice est révélateur des restrictions imposées à la liberté d'expression et à la liberté de débat des universitaires en Turquie.

Dans une lettre adressée au ministre turc de la justice, l'ACPPU appelle le gouvernement de ce pays à annuler la déclaration de culpabilité. « L'arrestation du professeur Yayla et la sentence prononcée contre lui portent sérieusement atteinte à sa liberté académique et contreviennent aux règles internationales qui protègent le droit à la liberté d'expression. Nous vous demandons d'annuler sans plus attendre la décision du tribunal et de permettre au professeur de poursuivre librement son travail d'universitaire et d'exercer son droit à la liberté d'expression. »

Le professeur Yayla, qui se défend d'avoir voulu insulter Atatürk, affirme que sa condamnation lui vaudra désormais d'être suivi et surveillé par les autorités pendant deux ans. Il craint également que des espions parmi les étudiants n'observent la moindre de ses conférences et que de telles tactiques n'effraient les autres professeurs, qui y penseront à deux fois avant d'exercer leur droit à la liberté académique. Selon lui, une quarantaine de lois turques en vigueur violent la liberté d'expression.

Candidate à l'Union européenne, la Turquie est critiquée pour ses antécédents en matière de respect des droits de la personne. De nombreux écrivains et intellectuels turcs, dont le romancier et lauréat du prix Nobel de littérature Orhan Pamuk, ont été traduits en justice en vertu de lois du même ordre que celles invoquées contre le professeur Yayla.

Certaines de ces lois interdisent de « dénigrer l'identité turque », tandis que d'autres criminalisent les actes qui « insultent ou rabaissent » diverses institutions d'État.

Mort en 1938, Atatürk conserve encore aujourd'hui en Turquie le statut d'icône nationale dont le portrait trône dans tous les bureaux du gouvernement. ■

**La condamnation du professeur Yayla par un tribunal turc à 15 mois de prison avec sursis pour avoir insulté Atatürk, le fondateur de la Turquie moderne, suscite des critiques de l'Union européenne.**

freedom to read week february 24—march 1 2008

# NEWS ACTUALITÉS

## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by AAUP, the Association of American Colleges and Universities, and more than 180 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found at AAUP's website (www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are plared on or removed from this censure list by vote of the AAUP's annual meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with year censured, are listed below. Reports were published as indicated by the Academe citations listed. Reference should also be made to "Developments Relating to Censure by the Association" published at the AAUP website. ■

### AAUP List of Censured Administrations

| INSTITUTION NAME | *ACADEME* CITATION | YEAR |
|---|---|---|
| GROVE CITY COLLEGE *PENNSYLVANIA* | March 1963(15-24) | 1963 |
| FRANK PHILLIPS COLLEGE *TEXAS* | December 1968(433-38) | 1969 |
| CONCORDIA SEMINARY *MISSOURI* | April 1975(49-59) | 1975 |
| MURRAY STATE UNIVERSITY *KENTUCKY* | December 1975(322-28) | 1976 |
| STATE UNIVERSITY OF NEW YORK | August 1977(237-60) | 1978 |
| *PHILLIPS COMMUNITY COLLEGE* OF THE UNIVERSITY OF ARKANSAS | *May 1978(93-98)* | *1978* |
| NICHOLS COLLEGE *MASSACHUSETTS* | May 1980(207-12) | 1980 |
| YESHIVA UNIVERSITY *NEW YORK* | August 1981(186-95) | 1982 |
| AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS* | May-June 1983(42-46) | 1983 |
| METROPOLITAN COMMUNITY COLLEGES *MISSOURI* | March-April 1984(23a-32a) | 1984 |
| TALLADEGA COLLEGE *ALABAMA* | May-June 1986(6a-14a) | 1986 |
| PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO | May-June 1987(33-38) | 1987 |
| HUSSON COLLEGE *MAINE* | May-June 1987(45-50) | 1987 |
| HILLSDALE COLLEGE *MICHIGAN* | May-June 1988(29-33) | 1988 |
| SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA* | May-June 1989(35-45) | 1989 |
| THE CATHOLIC UNIVERSITY OF AMERICA *DISTRICT OF COLUMBIA* | September-October 1989(27-40) | 1990 |
| OCEAN COLLEGE *MASSACHUSETTS* | May-June 1991(27-32) | 1992 |
| BALTIMORE CITY COMMUNITY COLLEGE *MARYLAND* | May-June 1992(37-41) | 1992 |
| LOMA LINDA UNIVERSITY *CALIFORNIA* | May-June 1992(42-49) | 1992 |
| CLARKSON COLLEGE *NEBRASKA* | May-June 1993(46-53) | 1993 |
| NORTH GREENVILLE COLLEGE *SOUTH CAROLINA* | May-June 1993(54-64) | 1993 |
| SAVANNAH COLLEGE OF ART AND DESIGN *GEORGIA* | May-June 1993(65-70) | 1993 |
| UNIVERSITY OF BRIDGEPORT *CONNECTICUT* | November-December 1993(37-45) | 1994 |
| BENEDICT COLLEGE *SOUTH CAROLINA* | May-June 1994(37-46)<br>January-February 2005(51-54) | 1994<br>2005 |
| BENNINGTON COLLEGE *VERMONT* | March-April 1995(91-103)<br>January-February 1998(70-75) | 1995<br>1998 |
| ALASKA PACIFIC UNIVERSITY | May-June 1995(32-39) | 1995 |
| ST. BONAVENTURE UNIVERSITY *NEW YORK* | July-August 1995(65-73) | 1996 |
| NATIONAL PARK COMMUNITY COLLEGE *ARKANSAS* | May-June 1996(41-46) | 1996 |
| SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA* | July-August 1996(51-60) | 1997 |
| MINNEAPOLIS COLLEGE OF ART AND DESIGN *MINNESOTA* | May-June 1997(53-58) | 1997 |
| BRIGHAM YOUNG UNIVERSITY *UTAH* | September-October 1997(52-71) | 1998 |
| UNIVERSITY OF THE DISTRICT OF COLUMBIA | May-June 1998(46-55) | 1998 |
| LAWRENCE TECHNOLOGICAL UNIVERSITY *MICHIGAN* | May-June 1998(56-62) | 1998 |
| JOHNSON AND WALES *RHODE ISLAND* | May-June 1999(46-50) | 1999 |
| ALBERTUS MAGNUS COLLEGE *CONNECTICUT* | January-February 2000(54-63) | 2000 |
| CHARLESTON SOUTHERN UNIVERSITY *SOUTH CAROLINA* | January-February 2001(63-77) | 2001 |
| UNIVERSITY OF DUBUQUE *IOWA* | September-October 2001(62-73) | 2002 |
| PHILANDER SMITH COLLEGE *ARKANSAS* | January-February 2004(57-68) | 2004 |
| VIRGINIA STATE UNIVERSITY | May-June 2005(47-62) | 2005 |
| UNIVERSITY OF THE CUMBERLANDS *KENTUCKY* | March-April 2005(99-113) | 2005 |
| MEHARRY MEDICAL COLLEGE *TENNESSEE* | November-December 2004(56-78) | 2005 |
| OUR LADY OF HOLY CROSS COLLEGE *LOUISIANA* | January-February 2007(60-68) | 2007 |
| BASTYR UNIVERSITY *WASHINGTON* | March-April 2007(106-120) | 2007 |
| UNIVERSITY OF NEW ORLEANS *LOUISIANA* | May-June 2007(74-80) | 2007 |
| SOUTHERN UNIVERSITY AT NEW ORLEANS *LOUISIANA* | May-June 2007(81-87) | 2007 |
| LOYOLA UNIVERSITY NEW ORLEANS *LOUISIANA* | May-June 2007(88-100) | 2007 |
| TULANE UNIVERSITY *LOUISIANA* | May-June 2007(101-108) | 2007 |

## US Endowments Up 17.2%

UNIVERSITY endowments in the United States earned an average return of 17.2 per cent for the 2007 fiscal year. The greatest gains were among 63 institutions with endowments over $1 billion, which gained an average of 21.3 per cent.

Harvard maintained its top standing with an endowment of $34.6 billion, followed by Yale ($22.5 billion), Stanford ($17.2 billion), Princeton ($15.8 billion), Texas ($15.6 billion), MIT ($10 billion), Columbia ($7.1 billion), Michigan ($7.1 billion), Pennsylvania ($6.6 billion) and Texas A&M ($6.6 billion).

The University of Toronto continues to have the largest endowment among Canadian universities at $2.5 billion, which would place it 27th on the U.S. list, and 7th among public universities. The University of British Columbia is second among Canadian universities with an endowment of $1 billion, placing it 78th in North America.

The remainder in Canada's top 10 are McGill with an endowment of $832 million (92nd in North America), Alberta with $752 million (99th), Queen's with $660 million (116th), McMaster with $499 million (147th), Calgary with $426 million (164th), Dalhousie with $321 million (205th), York with $306 million (210th) and Manitoba with $303 million (212th).

The Canadian university with the largest endowment on a per student basis was Mount Allison at $37,636 per student.

Across North America, a concern has been expressed about a reduction in earnings for the fiscal year 2008 as a result of stock market losses due to the fallout of the subprime mortgage crisis in the U.S. ■

## Navitas

☞ suite de la PAGE A1

gouverneurs et de l'association du personnel académique, et toutes les formalités d'usage avaient été réglées lorsque le projet a été annoncé le 26 novembre dernier sur le site web de Navitas.

L'université et Navitas ont toutes deux refusé de divulguer les détails de l'entente.

La présidente de l'association du personnel académique de l'Université du Manitoba, Brenda Austin-Smith, craint fort que l'accord négocié ne confère un statut particulier au collège privé, même si celui-ci n'est pas assujetti aux normes et évaluations usuelles auxquelles doivent se plier les départements de l'université.

Elle n'est par ailleurs pas convaincue que les « diplômés » de l'ICM seront soumis aux mêmes critères d'admission que tous les autres candidats qui se feront concurrence pour obtenir une place à l'université.

« Peut-on imaginer qu'un étudiant de l'ICM présentant une faible moyenne pondérée cumulative sera privilégié au détriment d'un étudiant ayant obtenu une MPC plus élevée après avoir terminé sa première année à l'Université du Manitoba? », s'interroge-t-elle.

Le vice-recteur à l'enseignement de l'université, Robert Kerr, soutient qu'une telle chose ne se produira pas, mais l'ICM garantit sur son site web « votre admission en deuxième année ».

En 2006, la société Navitas (anciennement IBT Education) a créé un collège semblable à l'Université Simon Fraser, appelé le Fraser International College.

Navitas est actuellement en pourparlers avec l'Université McMaster à Hamilton pour fonder ce qui pourrait être son troisième collège en sol canadien. Dans ce cas, cependant, la communauté universitaire a la possibilité d'examiner l'entente proposée avant que celle-ci ne soit soumise à un vote.

Les membres du corps professoral de l'Université du Manitoba n'ont eu vent du projet de l'ICM qu'en décembre dernier lorsqu'une annonce de postes à pourvoir au collège est parue dans le *Globe and Mail*.

La rectrice Emöke Szathmary et le vice-recteur Robert Kerr se sont retrouvés sous le feu des questions lors des dernières assemblées du sénat. Alors qu'on lui demandait si le sénat, de qui relève généralement toutes les questions relatives à l'enseignement, dispose du droit fondamental d'examiner l'entente, la rectrice a répondue : « Il n'appartient pas au sénat de passer en revue les contrats légaux. »

Selon Mme Austin-Smith, l'université ne cache pas son besoin d'attirer un plus grand nombre d'étudiants internationaux, qui paieront des droits de scolarité plus élevés, pour compenser les compressions gouvernementales dans le secteur de l'enseignement supérieur.

Mais, ajoute-t-elle, « outre le fait que l'université cherche à recruter du personnel enseignant de l'extérieur, ce qui inquiète, c'est le secret qui entoure ce projet. Une importante décision d'ordre académique et administratif a été prise sans aucune consultation des organes de direction de l'université ». ■

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COMMENTARY TRIBUNE LIBRE

# Give Great Intellects Room to Roam

By VERN PAETKAU

A THEME REVERBERATING through the halls of the modern university is the importance of research that is either interdisciplinary, large-scale, or practical – ideally, all three. Kudos and bonuses lure scientists out of their silos (that they moved to after they left their ivory towers, apparently) and encourage them to link up with those of disparate interests and disciplines, or a big pot of research money, or industry. The day of the singly-disciplined scientist doggedly pursuing his or her little problem in single-minded fashion is over.

Today our mandate is to create enormous datasets, datasets so large only the newest computers can handle them, datasets that will be mined for hidden treasure in the decades to come (or, for the next two months, anyway). Unless you are part of a larger effort exploring not only the weak forces holding the nucleus together, but also their sociological context and the economic outcomes should they fail, you are so 20th century. No grant for you.

An expression I heard while visiting a lab in Britain years ago, used in commenting on styles of scientific research, went this way: "Americans say, don't just stand there, do something. We Brits say, don't just do something, stand there." I took that to mean standing around and thinking about scientific problems, not just rushing about generating data in order to apply for ever bigger grants, had merit.

This is borne out by scientific achievements in my own field, biochemistry. Whereas the United States produced wondrous discoveries in biomedical research over the past 60 years by dint of intense effort and massive bucks, in addition to the brilliance of its scientists, Britain and the rest of Europe have often shown their lower-keyed, less frenetic pace can lead to equally important results.

In 1987, part of the Nobel Prize in Medicine and Physiology went to Dr. Susumo Tonegawa, who had determined, in just a few short years in the 1970s, the nature of the genetic rearrangements that give rise to immunoglobulin molecules. Dr. Tonegawa was at the Basel Institute for Immunology, well-endowed to be sure, but himself working with a fairly small group of colleagues, as was the philosophy of the Institute.

His work was brilliantly illuminating and was possible only because Tonegawa had understood the significance of an incoming wave of new technology, including the discovery of restriction enzymes, and surfed it to success. For this revolutionary new model of genetic functioning he was rewarded by, inter alia, a Nobel Prize and a professorship at MIT, where his resources were probably several-fold larger than at Basel. But his most important discovery came about as the result of a single-minded curiosity about a critical question, in the company of a small, focused group of colleagues.

Let's not lose sight of those scientists who pursue important questions with single-minded determination, driven by relentless curiosity, says Vern Paetkau.

We live in the age of "translational research" in medical science. We know a great deal; now it's time to put it to use providing human benefit. No argument there. But it's worth looking to see just where some of the greatest medical benefits have their roots.

If back in the early 1980s you had wanted to develop better treatment for ulcers, you had at least two options. You might have joined any of a large number of studies on variations of the common treatment modalities, essentially all dealing with the primary role of excess stomach acid as the basis of ulcers. Or, if you had greater prescience than just about every gastroenterologist in the world, you might have looked over the shoulders of two medical scientists working in Western Australia. Dr. Robin Warren, a pathologist, and a young medical trainee, Barry Marshall, were curious about an unusual, and poorly-identified spiral microorganism they observed in essentially all gastric biopsies of ulcer patients. Their observations led them to the radical proposal that these bacteria, subsequently identified as *Helicobacter pylori*, were the primary causative agents of ulcers. Ulcers are an infectious disease!

**"No matter how counter-intuitive it may seem, basic research is the lifeline of practical advances in medicine and pioneering inventions are the source of industrial strength."**

The story of how this initially-ridiculed notion achieved the status of the new paradigm, using means that included self-administration of the bacteria to prove that they initiated gastritis, is a fascinating one, illustrating the power of curiosity-oriented research to change our understanding of the natural world. But it went further than that, for today antibiotics cure people of ulcers, a radical, practical outcome that would never have been predicted. You want change? Give great minds and restless intellects room to roam.

By all means, we should recognize and reward those who push back the frontiers of knowledge as a part of a linked chain of differently-disciplined colleagues. And participation in projects with budgets of seven or more figures is also to be admired. We recognize that some areas of inquiry depend on this kind of approach. But let's not lose sight of the importance of those who pursue important questions with single-minded determination, driven by relentless curiosity.

Why this matters is that universities, together with research institutes and hospitals, are almost the only places where curiosity-oriented research can occur. Private industry and government agencies generally have other agendas than satisfying someone's curiosity. If the universities, for any reason, don't engage in and encourage this kind of activity, it won't happen. And we will be the poorer.

To quote Arthur Kornberg, winner of the Nobel Prize for Medicine and Physiology in 1959: "Does the public know that it is a good investment to support the whimsy of people who are curious about facts in nature? If you ask people, would they provide their tax dollars for medical research, 75 or 80 per cent say yes. Frame the question a little differently: Major medical discoveries have been derived from the pursuit of curiosity of physicists, chemists and biologists. Would you provide tax dollars for them to pursue their curiosity about facts in nature? . . . Maybe 10 or 20 per cent would say yes.

"My mission has been to cite chapter and verse as to how the drugs they are taking, the procedures they use – the MRI [magnetic resonance imaging], the X-rays, everything else that they consider essential for their health – derives from such apparently irrelevant pursuit of curiosity. And still the response the next day by them or their legislative representative is, 'Hey, we've got AIDS; we've got cancer; we've got this or that disease. We can't afford to divert our limited budget, more stringent than ever, to support someone working on grasshoppers.' Or as Clinton said, 'I'm not going to approve of grants to work on stress in plants.' Had he just thought about it one second more, he could have said, Isn't it important that we cope with stress in plants – drought, disease, excessive moisture, lack of fertilizer?"[1] And also:

"No matter how counter-intuitive it may seem, basic research is the lifeline of practical advances in medicine and pioneering inventions are the source of industrial strength. The future is not predicted, it is invented."[2]

I wish I had said that. ■

1. http://content.cdlib.org/xtf/view?docId=kt6q2nb1tg&brand=oac&doc.view=entire_text
2. http://www.bioline.org.br/request?ej9900

Vern Paetkau is Professor Emeritus of the University of Victoria.

The views expressed are those of the author and not necessarily CAUT.

## Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an *opinion and not a "life story." First person is* not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime, duhaime@caut.ca.

## Commentaires

Commentaires destinés à la rubrique Tribune libre : L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement post-secondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamants, calomniateurs ou offensants envers des personnes ou des groupes. Les articles doivent être empreints d'une objectivité totale et aborder des sujets de nature politique plutôt que personnelle. Un commentaire est avant tout l'expression d'une opinion et non pas le « récit d'une vie ». Il convient normalement de le formuler à la première personne. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. La rédaction ne communiquera avec les auteurs de commentaires que si elle décide de publier leurs articles. Les commentaires doivent être envoyés à Liza Duhaime, duhaime@caut.ca.

## Stroke

☞ From Page A2

you. I felt very humbled by the sheer effort and time you gave us as a class."

Another said: "It is hard trying to fit in a full-time job, look after my little girl and do homework, but when I think of your situation it makes me work that bit harder as I see how courageous and inspiring you are."

Important points emerge from my experience. First, some colleagues, for honourable reasons, were ready to write me off as being unfit to work so soon after my hospital discharge. Second, the employer's primary legal obligation is to make reasonable adjustments to allow a return to work. The support of the University and College Union gave me confidence to insist that I would be able resume work six months after my stroke. Once that had been established, the university was extremely supportive, and the emotional and practical caring support that my wife gave me was indispensable in helping me cope.

In the end, that module rated among the best half-dozen classes I have ever taught and, buoyed by the comments of the students, I returned to teaching again this December. ■

Michael Somerton is a fellow of Hull University, U.K. and a part-time lecturer in sociology.

This article has been reedited from its first appearance in the 30 November 2007 edition of the Times Higher. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

# CAREERS
# CARRIÈRES

SECTION B

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## A

■ ABORIGINAL GOVERNANCE — University of Winnipeg. The Aboriginal Governance Program at the University of Winnipeg is currently recruiting to fill 4 tenure-track positions: 3 tenure-track positions at the rank of Assistant or Associate Professor and 1 tenure-track position to assume the Directorship position of the Aboriginal Governance Program. The start date is negotiable but preferably no later than July 1, 2008. The ability to contribute to the teaching strengths of the Aboriginal Governance Program at both the undergraduate and graduate levels will be considered an asset. Applicants should possess specialization in one or more of the following areas: Indigenous-centered research methodologies, Indigenous philosophy, Aboriginal governance, negotiation and constitution building, Aboriginal politics, law (both from a domestic law and international law perspective), Treaty governance issues, Indigenous cultures and histories, and/or financial management. A solid background in organizational theory as it pertains to Aboriginal organizations in particular would be a definite asset. Applicants should have a completed PhD, or be near completion, or have equivalent qualifications. Teaching experience at the university level is essential. The successful candidate must demonstrate a strong commitment to both research, undergraduate and graduate teaching. Qualified candidates with experience in law, the public service, or Aboriginal agencies will be considered. Successful candidates will have an opportunity to further the new Masters program in Aboriginal Governance, interact with the Masters degree in Public Administration and related management programs, including the recently established Faculty of Business and Economics. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, non-discrimination and diversity. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Applicants should submit a covering letter, curriculum vitae, one writing sample (maximum 25 pages), and arrange to have three letters of references sent. The deadline for applications is Thursday, January 10, 2008. Please address all communications to: Jacqueline Romanow, Acting Director, Aboriginal Governance Program, The University of Winnipeg, 515 Portage Ave, Winnipeg, Manitoba, R3B 2E9.

■ ACCOUNTING — University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments beginning July 1, 2008 or thereafter. Rank and field are open, but we are especially interested in candidates with teaching interests in auditing, financial reporting or tax. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program, the largest of its kind in Canada. Candidates for PhD, and should demonstrate the potential for high-quality research and teaching. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum) and a one hour drive from Toronto, Canada's financial and cultural capital. The School of Accountancy offers a stimulating environment for research and teaching and promotes intellectual curiosity and growth. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. The School of Accountancy's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty conduct noteworthy research and are on the editorial boards of leading scholarly journals. Our collaborative environment encourages faculty members to help each other reach their maximum potential. For details about our faculty and programs please visit: http://accounting.uwaterloo.ca/. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications will start from December 2007 and will continue until the positions are filled.

■ ANATOMY — McMaster University. The Michael G DeGroote School of Medicine, McMaster University, Department of Pathology and Molecular Medicine invites applications for a tenure-track appointment at the rank of Assistant Professor. A PhD or equivalent training and a minimum of two years of postdoctoral experience are required. This advertisement is directed to outstanding candidates who are effective educators in human gross anatomy and one or more of the following areas: embryology, histology/cell biology, and neuroanatomy. The candidate will be expected to develop a research program, compete for external salary awards and participate fully in teaching at both the undergraduate and graduate levels in the Faculty of Health Sciences. Interest in developing the use of technology in teaching would be an asset. A start-up package will be provided. Salary will be commensurate with experience. McMaster University is "research intensive" and is rated as the most innovative university in Canada. The successful applicant will join over 140 full-time/joint faculty and 100 research/administrative staff in the Department. For more information, visit: www.fhs.mcmaster.ca/path/ and www.fhs.mcmaster.ca. Applicants are invited to send their curriculum vitae, an outline of their research interests and academic goals and contact details for three referees no later than January 31, 2008 to: Dr. Fiona Smaill, Chair, Michael G. DeGroote School of MedicineDepartment of Pathology and Molecular Medicine, Room 2N16, McMaster University Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. All qualified candidates are encouraged to apply however Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff.

■ ARCHITECTURE — University of British Columbia. The School of Architecture and Landscape Architecture at UBC invites applications for a tenure-track faculty position at the rank of Assistant Professor. The starting date will be July 1, 2008, or soon as possible thereafter. Applicants must have demonstrable excellence in research related to structures as a dynamic and integrative component of building technologies and design and a keen interest in developing a distinctive, innovative approach to teaching structures within the studio and academic milieu of the School. Candidates must have records demonstrating outstanding research or research potential, as well as a demonstrated commitment to quality teaching at both the undergraduate and graduate levels. The successful candidate should be knowledgeable of environmental controls, construction materials and methodology and relevant digital applications. At minimum, applicants must hold a professional degree in architecture or a master's in engineering or a related field. Evidence of professional practice and registration will also be expected. Salary is according to rank and experience. The School of Architecture and Landscape Architecture provides a graduate-level setting for both professional and research students in architecture, along with a new undergraduate program in environmental design, set in the context of a large, public research university. A strong and diverse faculty combined with low student-faculty ratios provides a collegial milieu set within the dynamic and compelling circumstances of the Vancouver metropolitan area. The position will involve the following, in addition to an active research program: teaching required courses in structures; participating in redesigning technical courses to provide more integration in the teaching of technology and design; and/or teaching within a studio setting in the professional MArch program and the undergraduate environmental design program. Additional teaching may include elective seminars, working with thesis students, and contributing to the post-professional MASA program. Contributions to the School and University governance will be expected. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, a record of teaching effectiveness, and evidence of their own and their students' work where appropriate. A list of three references with contact information should also be included. Applications should be received by February 1, 2008, with the intention that preferred candidates will be invited to visit the School for an interview during spring term. Please send application packages to: Sherry McKay, Chair, Faculty Search Committee, University of British Columbia, School of Architecture and Landscape Architecture, 402-6333 Memorial Road, Vancouver, BC V6T 1Z2. This position is subject to final budget approval. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

## B

■ BIOLOGICAL SCIENCES — University of Alberta. We invite applications for a tenure-track position at the Assistant or Associate Professor level in Fisheries Ecology. We welcome individuals with strong credentials in fisheries biology/conservation, whose re-

## Advertising Deadlines 2007–2008 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

| ISSUE \ NUMÉRO | AD DEADLINE \ DATE LIMITE | PUBLICATION DATE DE PARUTION |
|---|---|---|
| September 2007 septembre | August 08 août 2007 | August 30 août 2007 |
| October 2007 octobre | September 05 septembre 2007 | September 27 septembre 2007 |
| November 2007 novembre | October 03 octobre 2007 | October 25 octobre 2007 |
| December 2007 décembre | November 07 novembre 2007 | November 29 novembre 2007 |
| January 2008 janvier | November 28 novembre 2007 | December 20 decembre 2007 |
| February 2008 février | January 09 janvier 2008 | January 31 janvier 2008 |
| March 2008 mars | February 06 février 2008 | February 28 février 2008 |
| April 2008 avril | March 05 mars 2008 | March 27 mars 2008 |
| May 2008 mai | April 02 avril 2008 | April 24 avril 2008 |
| June 2008 juin | May 07 mai 2008 | May 29 mai 2008 |

## Advertising Rates (Section B)

All prices in effect until June 2008

**CAREERS**
Display ads ..... $60 / col.inch
Classified ads ..... $1.10 / word

**OTHER**
Classified ads ..... $0.50 / word

**ADDITIONAL CHARGES**
Colour surcharge (CMYK) ..... $900
Digital output (CMYK ads only) ..... $75
Premium space (display ads only) ..... +25%
Agency commission (camera-ready display ads) ..... –15%

## Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tel: (202) 737-5900 or visit www.aaup.org

## Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'en juin 2008

**CARRIÈRES**
Grandes annonces ..... 60 $/pouce-col.
Annonces classées ..... 1,10 $/mot

**AUTRES**
Annonces classées ..... 0,50 $/mot

**FRAIS ADDITIONNELS**
Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25 %
Ristourne d'agence (prêts à photographier) ..... –15 %

## Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique reflète les priorités clés de cette organisation. Le comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités ayant fait l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél : (202) 737-5900, ou de visiter www.aaup.org

CAUT ACPPU BULLETIN

# CAREERS CARRIÈRES

search focus can address fisheries challenges in Alberta and northern Canada, including the effects of resource development and other environmental perturbations. The successful candidate will be expected to build a field research program with external funding and encouraged to develop collaborations with federal and provincial agencies, other universities, and private-sector scientists, as well as with established departmental groups in freshwater and northern ecology, conservation biology, and environmental physiology. Applicants must have a PhD and demonstrated potential for excellence in teaching, research, and for working successfully with the public and/or private sector. The Department of Biological Sciences (http://www.biology.ualberta.ca/), with 72 faculty and 275 graduate students, offers an exciting environment for collaborative research. It has ready access to lakes and rivers in boreal, mountain, and parkland regions and in Canada's northern territories. Exceptional infrastructure includes a field station near Athabasca, a biogeochemical laboratory, and aquatics, molecular biology and microscopy/imaging services. Candidates should submit, preferably electronically (positions@biology.ualberta.ca), a CV, a one-page summary of research plans, a statement of teaching interests, and reprints of their three most significant publications to: Dr. L. S. Frost, Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applicants must also arrange for three letters of reference to be sent electronically to the Chair (positions@biology.ualberta.ca). Closing Date: February 7, 2008. The earliest date of employment will be July 1, 2008. The University of Alberta offers a competitive salary commensurate with experience and has an excellent benefits plan. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ BIOLOGY — Ambrose University College. Ambrose University College invites applications for a permanent position in Biology or Chemistry, at the rank of Assistant Professor, effective August 1, 2008. The area of specialty is open, with preference to candidates in either Chemistry, Cellular/Microbial Biology, or Botany/Ecology. Successful candidates will demonstrate a strong commitment to undergraduate teaching with interests in research. Candidates should have a completed PhD or be near completion, and be committed to integrating Christian faith and academic excellence. The review of candidates will remain open until the position is filled. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae, letter of application, statement of teaching philosophy, and arranga (upon request) to have three referees to write directly to: Dr. Bernie Potvin, Dean of Arts and Science, Ambrose University College, 630, 833 4th Ave. SW, Calgary, Alberta, Canada, T2P 3T5; Phone: (403)410-2000, ext 5912; Fax: (403) 571-2556; Email: bpotvin@ambrose.edu.

■ BIOLOGY — McMaster University. McMaster University, a research-intensive institution and leading centre for biological and biomedical research, invites applications for a teaching-track appointment beginning July 1, 2008. The appointment will be for a three-year period, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment based on demonstrated excellence as a teacher and an educator. For detailed information on teaching track appointments see: http://www.mcmaster.ca/univsec/policy/T&P_Policy_2007.pdf Candidates must hold a PhD in Biology or a closely related field. We are seeking applications from individuals able to teach Genetics and Cell Biology at a second year university level. It is expected that the appointee will explore the introduction of new teaching methods and a variety of technologies and formats. In addition their responsibilities may include, curriculum development, the dissemination of teaching methods, student advising and the instruction of some higher level courses. Applicants should provide a curriculum vitae, a statement of their teaching interests and experience and should arranga for three letters of recommendation to be sent to: Dr. Turlough Finan, Professor and Chair, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1, Canada. Review of applications will start Feb 1st, 2008. Email and fax applications will not be accepted. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ BIOLOGY — University of Waterloo. The Department of Biology at the University of Waterloo invites nominations and applications for the position of Chair of the Department. Candidates are expected to have a distinguished record of teaching and research as well as demonstrated ability in leadership and administration. They should also be eligible for a faculty position, normally at the level of full professor. The successful candidate will set the academic tone for the Department, be responsible for the relationship between the Department and the broader academic community, and play a leading role in the academic planning and management process within the Faculty of Science. The Department has 40 full-time members of faculty, 28 staff, 160 graduate students and post-doctoral fellows and 600 Honours undergraduate students in Biology related programs. In addition the Honours Biochemistry program, with 200 students, is shared with the Department of Chemistry and the Bioinformatics program is shared with the School of Computer Science. Undergraduate studies are available in both a Co-operative Education and Regular format. The Department is research active and attracts outstanding Canadian and international applicants to its graduate program. Collaborative research programs also exist with members of the Schools of Optometry and Pharmacy and the Canadian Water Network, a national centre of Excellence headquartered at the University of Waterloo. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto. Applications and nominations should include a detailed resume, the names and contact information for three individuals willing to provide references, and a statement of capabilities and qualification. For full consideration, applications should be received prior to January 31, 2008. Send applications or nominations to: Professor Terry McMahon, Dean, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Phone: (519) 888-4591; Fax: (519) 746-2543; e-mail: iweber@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ BIORESOURCE ENGINEERING — McGill University. The Department of Bioresource Engineering (www.mcgill.ca/bioeng/) is seeking outstanding individuals for a tenure-track position at the Assistant or Associate Professor level. The intent of the position is to address a number of closely-related fields in the discipline, the overall target area being composed of the following. GIS and precision agriculture, mechatronics, agricultural robotics, machine design, automation, instrumentation and control, remote sensing, satellite imagery, and hyperspectral analysis. Candidates should have expertise in at least one or more of these fields, are expected to have an earned PhD in an appropriate, related discipline, and should have an excellent publication record for their level of experience. The successful candidate will develop a strong, independent research program supported by external research funds, will collaborate with other researchers, and teach at both the undergraduate and graduate levels. Applicants must be eligible for membership in a Canadian professional engineering association. The following materials should be included in the application, curriculum vitae, a statement of teaching and research interests, the names of three referees, and copies of relevant publications. Applications should be mailed to: Dr. R. Kok, Chair, Bioresource Engineering, Macdonald Campus of McGill University, 21111 Lakeshore Blvd, Ste-Anne-de-Bellevue, QC, H9X 3V9, Canada. Deadline for applications is April 15, 2008; an actual start date of June 1, 2009 is foreseen for the position. McGill University is committed to equity in employment and diversity. It welcomes applications from Indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ BUSINESS — Wilfrid Laurier University. The School of Business & Economics at Wilfrid Laurier University invites applications at all ranks for a Strategic Management position in the Policy and Law Area commencing July 1, 2008. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

■ BUSINESS — Wilfrid Laurier University. The School of Business & Economics at Wilfrid Laurier University invites applications at all ranks for a Law position in the Policy and Law Area commencing July 1, 2008. Position subject to budgetary approval. For a detailed position description, visit our website at http://www.wlu.ca/academic/postings/bus.shtml.

## C

■ CANADIAN STUDIES — Trent University. Trent University's Frost Centre for Canadian Studies and Native Studies invites applications for a two-year post-doctoral fellowship in Canadian Studies, commencing Sept 2008. Candidates should have a recently completed PhD thesis (or be defending by August, 2008) and scholarly expertise in disciplinary and/or interdisciplinary research relating to the study of Canada, or comparative studies encompassing Canada. Preference will be given to candidates with research interests relating to labour studies, Canadian political economy, social theory and working class history as the candidate will be supervised by the Tier 1 Canada Research Chair in Canadian Studies, Professor Bryan Palmer. Candidates will be expected to engage in academic life at the Frost Centre and will teach one upper year seminar in Canadian Studies or a related discipline. Annual compensation is $40,000. Candidates are also eligible to apply for internal research funds available from the Frost Centre. Please provide evidence of citizenship, a graduate transcript, two letters of reference and a one page description of your post doctoral project. Applications should be sent by mail or fax to: Prof. Jim Struthers, Director, Frost Centre for Canadian Studies and Native Studies, Trail College, Trent University, Peterborough, ON, K9H 7P4. Phone: 705-748-1011 Ext. 6049; Fax: 705-748-1625. Deadline for applications is March 1, 2008. Trent University is an employment equity employer and invites applications from women, Aboriginal persons, members of visible minorities, and persons with disabilities. Please visit our website (http://www.trentu.ca/frostcentre/) for more information about the Frost Centre and Trent University. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. This position is subject to budgetary approval.

■ CHEMICAL & MATERIAL ENGINEERING — University of Alberta. Applications are invited for multiple tenure track faculty positions at all ranks. The successful candidates are expected to establish productive research programs in the area of Surface & Colloid Engineering with an emphasis on application to the processing and utilization of natural resources. We are specifically interested in researchers with demonstrated expertise in colloid, surface and interfacial sciences, as well as strong interests in mineral, coal and oil sands processing applications. Candidates must have the ability to conduct both independent and collaborative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses in chemical and / or materials engineering. The successful candidate will be joining a vibrant, multi-disciplinary community of colloidal, surface and interfacial sciences researchers on the University of Alberta campus. Candidates must either hold a PhD in Chemical and/or Materials Engineering, or related field, or expect to receive one shortly after taking up their appointment. The recruited individuals are expected to develop collaborations with both other groups in the area of surface and colloid sciences, including the Oil Sands Engineering group, the Mineral Processing group, the Electronic Materials group, the Faculty of Science, and the National Institute for Nanotechnology (NINT). The existing infrastructure to support this research is outstanding, including the Alberta Centre for Surface Engineering and Science, the Nanofab and Nano Tools Facilities in the Faculty of Engineering, and the microscopy facilities at NINT. Faculty members also have the opportunity to develop strong collaborations with industrial and governmental research labs and with operating companies in the minerals, coal *and oil sands industries in Alberta. The Department of Chemical & Materials Engineering* at the University of Alberta is one of the premier research-intensive departments of its kind in North America. Our faculty complement is currently 42 with plans in place to grow to approximately 65. We currently have 207 graduate students and 70 other researchers working within our research programs. The research strengths within the department include: surface and interfacial science, reaction engineering and catalysis, computational fluid dynamics, high temperature fuel cells, process systems engineering, and nanomaterials and regenerative medicine. For information about our department, please consult our website at: http://www.engineering.ualberta.ca/come. A curriculum vitae, the names of three confidential references, a statement of teaching interests and philosophy, and a statement of current research interests and plans for future research should be sent by February 29, 2008. Please quote surf08 as the competition number in your application. The position will be available in 2008. Subsequent applications will be considered until the positions are filled. Interested applicants may apply to: Email: cme.chair@ualberta.ca. Dr. J. F. Forbes, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ CHEMICAL ENGINEERING — University of Waterloo. The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for two tenure track positions at the level of Assistant, Associate, or Full Professor in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 31 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Porous media; Green Reaction Engineering; Nanotechnology; Process Control, Statistics ad Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among tire top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department of university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duever, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political-institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth. Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics with a focus on applications in civil and environmental engineering(s) is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario irrespective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at feast three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

■ CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, eco-hydraulics, groundwater surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment) researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental


Waterloo FACULTY OF ENGINEERING

Chair of Civil and Environmental Engineering

Nominations and applications are invited for the position of Chair of the Department of Civil and Environmental Engineering at the University of Waterloo.

The successful candidate will play a crucial role in leading the department through a period of unprecedented growth, establishing the academic tone for the department and playing a major part in shaping the direction of the Faculty of Engineering.

A fast growing department, Civil and Environmental Engineering currently has more than 30 faculty members and is in the process of expanding to more than 50 faculty members, making it one of the largest civil and environmental engineering departments in Canada.

Detailed information on this exciting opportunity is available on our website

University of Waterloo

www.engineering.uwaterloo.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.



SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

MECHATRONIC SYSTEMS ENGINEERING
TENURE TRACK POSITIONS

**The School of Engineering Science** at Simon Fraser University is seeking outstanding candidates for four tenure track positions at the rank of Assistant Professor for its newly developed program in Mechatronic Systems Engineering (MSE). As of Fall 2007, the School has been offering graduate as well as a Co-op based undergraduate degree programs in MSE at SFU's newest campus in Surrey. The areas of specific interest for this search are: **1) Thermo-Fluid**-Possible areas of interest include but are not limited to microfluidics; fluid/computational fluid dynamics; (micro scale) fuel cells; advanced energy systems and transport; microscale heat transfer; thermo-electric energy conversion; heat and mass transfer. **2) Mechatronic Systems and Devices**-Possible areas of interest include but are not limited to sensors and actuators; smart materials and structures; modeling and control of mechatronic systems; medical device design and development; rehabilitation devices; and mechanical micro-devices. **3) Mechanical/Mechatronic Design**-Possible areas of interest include but are not limited to smart mechanism design, computer aided product design; eco-design, design optimization; intelligent design; serviceability & reliability design; rapid prototyping; manufacturing and rapid tool generation; fabrication, testing, and evaluation of mechanical systems. **4) Power Electronics** with interests in application of embedded and real time systems to motor drives and power control—for this area, the ideal candidate will also have research interests in a number of the following subareas: DSP-based power electronics, motor and adjustable speed drives; development of novel power converters and control strategies; electric machines and actuators; electric and hybrid vehicles; alternative energy and energy storage systems; biomechanical energy conversion; energy harvesting; and hybrid energy source systems. Individuals with an undergraduate and a doctoral degree in Mechanical Engineering (for areas 1-3)/Electrical Engineering (for area 4) or a closely related field with a demonstrated potential for scholarly and funded research in one of the aforementioned research areas, as well as a commitment to undergraduate graduate teaching are encouraged to apply. In their cover letter, the applicants should categorize their application under one of the above four mentioned areas. Finally, registration or eligibility to register as a Professional Engineer in the Province of British Columbia is a must. This normally requires an undergraduate engineering degree from a reputable university.

The School of Engineering Science has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicants for establishing their research program. The University has consistently been placed at or near the top of the Maclean Magazine's national ranking. SFU Surrey campus offers brand new state-of-the-art facilities in a central location with outstanding access to the rest of Greater Vancouver via the SkyTrain. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities.

To apply, send curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses, and phone numbers of four referees to:

**Dr. Mehrdad Saif, Professor & Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: saif@ensc.sfu.ca**

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities, gay men and lesbians. Applications will be accepted until the position is filled. Positions are subject to final budgetary approval. Further, under the authority of the *University Act* personal information that is required by the University for Academic Appointment Competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings_Collection_Notice.html

# CAREERS CARRIÈRES

## Concordia University

### Faculty of Arts and Science

Concordia University
**Arts and Science**

The Faculty of Arts and Science invites applications for the following full-time, limited-term appointments. Please send your application to the appropriate department contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Applications should consist of a cover letter, a current *curriculum vitae*, a statement of teaching interests, and evidence of teaching effectiveness. Candidates should arrange for three letters of reference to be sent directly to the department contact.

**APPLIED HUMAN SCIENCES**
The Department of Applied Human Sciences invites applications for up to three limited-term appointments in one or more of the following areas: human systems intervention (process consultation and systems thinking), human relations (diversity and working in task groups), and leisure sciences. A PhD in a relevant social science discipline is required and advanced professional training in human relations and group process intervention are an asset for the first two positions. A PhD in recreation and leisure or related discipline is required for the third position.
***Dr. Liso Ostiguy, Chair, Department of Applied Human Sciences***
***ostiguy@alcor.concordia.ca***
***http://ahsc.concordia.ca***

**BIOLOGY**
The Department of Biology invites applications for one limited-term appointment in cell and molecular biology. The successful candidate will be expected to teach lecture and laboratory courses in cell and molecular biology at both the intermediate and advanced levels, plus introductory courses in general biology. Applicants should have a PhD and relevant teaching experience.
***Dr. Jim Grant, Chair, Department of Biology***
***grant@alcor.concordia.ca***
***http://clone.concordia.ca/bioweb***

**CLASSICS, MODERN LANGUAGES AND LINGUISTICS**
The Department of Classics, Modern Languages and Linguistics invites applications for up to nine limited-term appointments. The programs and general fields are as follows: Classics (Latin language and literature); German; Italian; Linguistics (Semantics); Modern Arabic; Modern Chinese; Spanish (generalist with expertise in early modern Spain; translation).
***Dr. Bradley J. Nelson, Chair***
***Department of Classics, Modern Languages and Linguistics***
***bnelson@alcor.concordia.ca***
***http://cmll.concordia.ca/***

**COMMUNICATION STUDIES**
The Department of Communication Studies invites applications for up to four limited-term appointments in the areas of Media Criticism; Media Production (Film/Video, Sound or Multimedia); Media and Culture; and, Public Discourse/Ethics. The candidates should have an appropriate terminal degree (PhD or MFA.).
***Dr. Martin Allor, Interim Chair***
***Department of Communication Studies***
***allor@alcor.concordia.ca***
***http://comm.concordia.ca***

**ECONOMICS**
The Department of Economics invites applications for up to four limited-term appointments. Candidates should have a completed, or near completed, PhD and should be capable of teaching undergraduate courses in Introductory and Intermediate Theory and Statistics, in addition to some of the following areas: Uses of Economic Data, Canadian Economic Policy, and International Economics. All application materials and any inquiries may be directed to:
***Dr. William Sims, Chair, Department of Economics***
***econkt@alcor.concordia.ca***
***http://economics.concordia.ca***

**EDUCATION**
The Department of Education invites applications for up to seven limited-term appointments. All positions require teaching experience as follows: for Child Studies and Early Childhood/Elementary Education, in two of early childhood education, educational psychology, child development, inclusion, social policies; for Educational Technology, in human performance technology or social computing, and one or more of educational computing, research methods, distance education, cognitive sciences, multimedia design, formative evaluation; for ESL/TESL and Applied Linguistics, in language teaching, methodology, language assessment, pedagogical grammar.
***Dr. Dennis Dicks, Chair, Department of Education***
***dennis@education.concordia.ca***
***http://doe.concordia.ca***

**ENGLISH**
The Department of English invites applications for up to nine limited-term appointments in the following areas: Canadian, Medieval, Irish, Creative Writing (Poetry and/or Prose), and Composition. Successful candidates in each area except for Creative Writing will have a PhD or one very close to completion. Teaching experience and relevant publications are assets. Experience in professional writing is an asset for the position in Composition. Publications and teaching experience are required for the position in Creative Writing.
***Dr. Marcie Frank, Chair, Department of English***
***mofrank@alcor.concordia.ca***
***http://english.concordia.ca***

**ÉTUDES FRANÇAISES**
Deux postes en français langue seconde. Les candidats doivent avoir : un doctorat en linguistique avec une spécialisation en didactique du FLS; un intérêt pour le traitement automatique des langues ou l'analyse du discours; une expérience de l'enseignement; des publications; une aptitude au travail d'équipe.
***Ollivier Dyens, PhD Directeur, département d'Études françoises***
***odyens@alcor.concordia.ca***
***http://francais.concordia.ca***

**HISTORY**
The Department of History invites applications for one limited-term appointment in Canadian History, any field. The successful candidate will teach introductory and intermediate-level courses. Preference will be given to candidates with completed PhDs and teaching experience.
***Dr. Shannon McSheffrey, Professor and Chair***
***Department of History***
***histjobs@alcor.concordia.ca***
***http://history.concordia.ca***

**JOURNALISM**
The Department of Journalism invites applications for up to three limited-term appointments in Broadcast Journalism and Print Journalism. The ideal candidates would have at least five years of relevant professional experience, prior university-level teaching experience and a graduate degree in a related field.
***Dr. Mike Gasher, Chair, Department of Journalism***
***goshmj8590@yahoo.ca (inquiries only)***
***http://journalism.concordia.ca***

**MATHEMATICS AND STATISTICS**
Concordia University's Department of Mathematics & Statistics is seeking applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Differential Equations, Computational Algebra, Numerical Analysis, Optimization, Probability and Statistics. Requirements include relevant teaching experience and a completed or nearly completed Ph.D.
***Dr. Y.P. Choubey, Chair, Department of Mathematics and Statistics***
***chair@mathstat.concordia.ca***
***http://www.mathstat.concordia.ca***

**PHILOSOPHY**
The Department of Philosophy invites applications for one limited-term appointment to teach mostly introductory courses such as Critical Thinking, Introduction to Ethics, Applied Ethics, Biomedical Ethics, Existentialism, and/or Artificial Intelligence.
***Dr. Matthias Fritsch, Chair, Department of Philosophy***
***mfritsch@alcor.concordia.ca (inquiries only)***
***http://philosophy.concordia.ca/***

**POLITICAL SCIENCE**
The Department of Political Science invites applications for five limited-term appointments. One of these positions is in American Politics and Government; the ability to teach American foreign policy will be considered an asset. The other positions are: 1 (one) in Comparative Politics, specialization open; 2 (two) in International Relations, one with a focus on International Organizations, and one in International Political Economy; and 1 (one) in Political Theory, specialization open. Candidates will be expected to teach introductory and advanced undergraduate courses.
***Dr. Peter Stoett, Chair, Department of Political Science***
***pstoett@alcor.concordia.ca (inquiries only)***
***http://politicalscience.concordia.ca***

**PSYCHOLOGY**
The Department of Psychology invites applications for seven limited-term appointments. The successful candidates would be required to teach a combination of any of the following areas: Motivation, Perception, Personality, Historical, Learning, Introductory, Statistics, Research Methods, Abnormal, Developmental, Cognition and Social Psychology.
***Dr. Jean-Roch Laurence, Chair, Department of Psychology***
***psychair@alcor.concordia.ca***
***http://psychology.concordia.ca***

**RELIGION**
The Department of Religion invites applications for one limited-term appointment in the area of Ethics and Theories of the Study of Religion. Qualifications include expertise in modern ethical issues, a solid background in theories of religion, including post-modern perspectives, and knowledge of Western traditions of philosophy of religion. A doctorate in religious studies with teaching experience at the undergraduate and graduate levels is required.
***Dr. Lyndo Clarke, Chair, Department of Religion***
***lclarke@alcor.concordia.ca***
***http://religion.concordia.ca***

**SOCIOLOGY AND ANTHROPOLOGY**
The Department of Sociology and Anthropology invites applications for five limited-term appointments: 4 (four) in Sociology and 1 (one) in Anthropology. For the position in Sociology, we are interested in candidates with teaching and research strengths in: Classical Theory, Social Problems, Deviance, Juvenile Crime and Delinquency, and Research Methods. For the position in Anthropology, we are seeking candidates with strengths in Theory, Field Research, Political, Psychological, and Symbolic Anthropology, and Ethnographic Writing.
***Dr. Frances M. Shaver, Chair***
***Department of Sociology and Anthropology***
***sochair@alcor.concordia.ca***
***http://socianth.concordia.ca/***

These positions are subject to budgetary approval and need, and are full-time, limited-term appointments, normally at the rank of Lecturer or Assistant Professor, beginning August 15, 2008 and ending May 31, 2009. Successful candidates will normally be expected to teach three courses per semester. Under the provisions of the current CUFA collective agreement, individuals holding these positions may be re-appointed twice subject to continued need. **All inquiries about specific positions should be directed to the appropriate department contact.** Review of applications will begin as they are received and will continue until the required position has been filled. **All applications should reach departments no later than March 1, 2008.**

For additional information please visit our Website at *http://artsandscience1.concordia.ca/*

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.*

UNIVERSITÉ Concordia UNIVERSITY

# CAREERS CARRIÈRES

Engineering including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site ( http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) – University of Waterloo. The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modelling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Professional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax numbers of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ CLASSICS – University of Winnipeg. The Department of Classics at The University of Winnipeg invites applications for a 12-month sessional in Classics at the rank of Assistant Professor. The appointment is effective July 1, 2008 or August 1, 2008 and is subject to budgetary approval. Salary is commensurate with qualifications and experience. Duties will include teaching undergraduate courses in Classical Civilization and second and third-year Greek. Qualifications include a completed or nearly completed PhD and a demonstrated potential for excellence in teaching, research and scholarship. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Interested applicants should send their curriculum vitae, along with three letters of reference to: Dr. Jane Cahill,Chair, Department or ClassicsUniversity of Winnipeg515 Portage AvenueWinnipeg, MB, R3B 2E9E-Mail: j.cahill@uwinnipeg.caFax: (204) 774-4134. Closing date for receipt of applications: January 31, 2008

■ CLASSICS STUDIES – University of Waterloo. The department of Classical Studies at the University of Waterloo is a vibrant, innovative academic unit showcasing a new MA program in Ancient Mediterranean Cultures. This program will have a cross-disciplinary focus emphasizing the cultural interchange in the Mediterranean basin from the Bronze Age to the early Middle Ages. We are inviting applications for an incremental position, with a preferred starting date of July 2008. Area of expertise and rank of appointment are open; salary will be commensurate with qualifications and experience. The successful applicant should have obtained the PhD when taking up the appointment, and demonstrate a commitment to excellence in both research and teaching, at the undergraduate as well as graduate levels. The successful candidate will be instrumental in supporting and guiding the new graduate program as it grows within the context of a University at the global forefront of academic research and teaching at all levels and in all faculties. Applications should include a full curriculum vitae, a plan of research, and samples of publications. These materials and three confidential letters of reference are to be sent to: Dr. R. Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON, N2L 3G1. Phone: 519-888-4567 x32817; E-mail: rfaber@uwaterloo.ca. Consideration of applications will begin on January 2, 2008. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ COMPUTER SCIENCE – University of Waterloo. Applications are invited for one or more David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2008 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to escrurting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science 200 University Avenue West, University of Waterloo, Waterloo, Ontario,Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ CRIMINOLOGY – Wilfrid Launer University, Wilfrid Laurier University, Brantford Campus Invites applications for a tenure track appointment at the rank of Associate or Assistant professor beginning July 2008. This position is subject to final approval. Candidates should have a doctorate (or be near completion) in the social sciences or humanities. Evidence of quality teaching and research is required. Areas of specialization are open; however, the successful candidate should be able/willing to teach theory. Applicants should send 2 copies of their letters of interest, which include teaching and research statements, evidence of teaching excellence, such as evaluations and/or a dossier, one recent sampfe publication, a curriculum vitae, and names/contact information for three academic references. Applications must be delivered by Tuesday, January 25th, 2008 (this deadline has been extended) to Dr. Lauren Eisler, Program Administrator, Criminology, Laurier Brantford at the address noted below. No email applications will be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups wishing to be considered for employment equity must self-identify, in confidence, to the Acting Dean of the Brantford Campus, Dr. Bruce Arai We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. For more information please contact: Dr. Lauren Eisler, 73 George Street, Brantford, ON, N3T 2Z6; (519) 756-8228 x 5746; e-mail: leisler@wlu.ca.

■ CURRICULUM, TEACHING & LEARNING – University of Manitoba. The Department of Curriculum, Teaching and Learning invites applications for one full-time tenure track position at the Assistant Professor level in the area of literacy education at the middle and secondary school levels (Grades 5-12), effective July 1, 2008. The successful candidate will have completed a doctorate in literacy education. Consideration will be given to doctoral candidates who are near completion of their dissertation. The candidate must have successful related teaching experience at the school and professional education levels, as well as demonstrated potential for research and publication. The candidate will be expected to teach literacy education courses to students preparing to teach at the secondary and middle school levels. Preference will be given to applicants with a background and interest in literacy coaching, Aboriginal literacy education, and/or literacy across the curriculum. Responsibilities will include a combination of: 1) teaching undergraduate, diploma, and graduate courses; 2) advising graduate students, 3) conducting and publishing research; 4) working collaboratively as a member of a program team; 5) supervising practica, and 6) participating in the Faculty's service activities, including involvement within the university and larger community (e.g., school systems, provincial department of education, and professional language arts education organizations). The University of Manitoba is the largest university in the province and is among the top research institutions in Canada. The Faculty of Education, with its comprehensive programming, broad expertise and dynamic professoriate, is an integral part of the education community and the University. Further information concerning the Department, the University, or Winnipeg can be obtained by visiting the following websites: www.umanitoba.ca and www.city.winnipeg.mb.ca/city. Information regarding programs may be obtained by visiting the following websites: Bachelor of Education and Master of Education Programs: http://www.umanitoba.ca/education/current/index.shtml; and Post Baccalaureate Diploma in Education: http://www.umanitoba.ca/education/current/pbdeinfo.shtml. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Letters of application, complete with curriculum vitae, official transcripts, and the names of three referees should be forwarded to: Dr. Francine Morin, Head, Department of Curriculum, Teaching and Learning, Room 261 Education, University of Manitoba, Winnipeg, MB R3T 2N2 Fax: 204-474-7550, e-mail: fmorin@cc.umanitoba.ca The closing date for applications is Friday, February 29, 2008. The short-listed candidates will be asked to provide a professional dossier. Please refer to Position # 06914. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba)

## E

■ EDUCATIN (TECHNNOLOGY) – Brandon University. Faculty of Education probationary tenure-track position, subject to budget. Applicants must be specialized in information technology literacy in the classroom, with academic background and teaching experience in mathematics and/or science. A doctorate is prefened, but candidates with a relevani master's degree may be considered. Applicants must meet the Manitoba teaching certification requirements. Deadline February 1, 2008. Short-listed candidates will be expected to provide copies of credentials at time of interview. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be


NIPISSING UNIVERSITY

Founding Dean, Faculty of Applied and Professional Studies

*Nipissing University*, located in North Bay, Ontario, is a young university with an exciting future. Nipissing's innovative philosophy and outstanding faculty, staff and students have positioned it for a period of sustained development in its academic programs, research agenda, international activities, and in its relationships with regional and provincial partners. Consistently ranked by students and graduates as providing the best undergraduate experience in Canada, Nipissing has established a unique, student-centred academic culture in which quality is valued above size, where people truly matter, and where the notion of community is considered a core value.

Created within the framework of a new Academic Master Plan, the Faculty of Applied and Professional Studies will play a vital role at Nipissing, strengthening and enhancing the development of these programs at the University. The Faculty will initially be comprised of four schools – Business and Economics, Nursing, Criminal Justice and Legal Studies, and Social Development and Family Studies. The new Faculty will continue the Nipissing tradition of providing a personalized education for its students, together with unparalleled opportunities for students to engage in advanced studies, research, professional workplace experiences, and community service learning.

The position of Dean provides an exciting opportunity for someone to make their mark as a visionary and transformative academic leader. Ideally, the University is seeking an established scholar, practitioner and intellectual leader with excellent administrative and interpersonal skills, and the ability to provide energetic and dynamic leadership for this new Faculty. With strong entrepreneurial skills, s/he will be a partnership-maker who can build bridges and develop good relationships within the Faculty and the University, and between the academic world and the community.

Consideration of candidates will begin in February 2008, and the successful candidate will take office in July 2008.

To pursue this outstanding opportunity, please contact Tanya Todorovic at (416) 366-1990 or send your cv with cover letter via email to hayley.millard@rayberndtson.ca or apply online to www.rayberndtson.ca/en/careers/7369

*Nipissing University welcomes applications from all qualified individuals, especially from visible minority groups, persons with disabilities, women, Aboriginal persons and others who might contribute to the diversification of ideas.*

RAY & BERNDTSON
Global Leaders in Executive Search



Queen's SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Managerial Economics, Finance, Organizational Behaviour/Human Resources, Management Science/Quantitative Methods, Marketing, Accounting, International Business, and Strategy/Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION:
Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world; and our open enrolment executive education programs #1 in Canada and #10 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowledge-based enterprise and corporate governance. The School is fully accredited by U.S.-based AACSB, Brussels-based EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and U.K.-based Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY:
Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

# CAREERS CARRIÈRES

contacted. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. For application information: www.brandonu.ca .

■ EDUCATION (ADMINISTRATION) — Brandon University, Faculty of Education probationary tenure-track position, subject to budget. The ideal candidate will have successful classroom teaching experience, school administrative experience, and university teaching experience. Experience in teaching Aboriginal students and working in Aboriginal communities, and in other specializations would be major assets. Applicants must meet the Manitoba teaching certification requirements. A doctorate is preferred, but candidates who hold a master's degree may be considered. Deadline February 1, 2008. Short-listed candidates will be expected to provide copies of credentials at time of interview. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. For application information, www.brandonu.ca.

■ ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualifications and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanotechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, control/mechatronics, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be considered. For more information on current openings, visit http://ece.uwaterloo.ca/. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the Best Overall* university by reputation in Canada for the past 13 years. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of Information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 74 faculty members. The graduate programs attract outstanding Canadian and International applicants, with an enrolment of more than 400 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the 'Best Overall* university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ ELECTRICAL & COMPUTER ENGINEERING (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contacting Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://eceadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ ELECTRICAL & COMPUTER ENGINEERING (CHAIR) — University of Waterloo. Nominations and applications are invited for the position of Chair of the Department of Electrical and Computer Engineering at the University of Waterloo. The successful candidate will play a crucial role in leading the department through a period of unprecedented growth, establishing the academic tone for the university's largest department and playing a major part in shaping the direction of the Faculty of Engineering. A fast growing department, Electrical and Computer Engineering currently has more than 75 faculty mem-

## Call for Nominations

## Director — School of Languages and Literatures (SOLAL)

Applicants are sought for the position of Director, School of Languages and Literatures, in the College of Arts at the University of Guelph

Applicants will be at Senior Associate or Full Professor rank and hold a PhD in a Modern Language discipline relevant to the School, or in Classical Studies. Fluency in one or more of the languages taught in the School is essential. Candidates will have strong academic qualifications in teaching and scholarship, relevant experience in university administration, the ability to work well in a collegial and consultative atmosphere, and a demonstrated commitment to excellence in teaching and research. The Director will work closely with the College Dean and other Chairs/Directors for the benefit of the School and of the College. The Director will maintain effective communication between the School and the College, and between him/herself and the members of the School. The Director will also provide the high level of leadership and energy necessary to realize the goals of the School. The Director will be responsible for guiding the School's growth, managing its affairs in accordance with the strategic plans of the College and the University, and articulating the School's academic vision particularly in relation to the University's commitment to internationalism. The mandate is for a period of five years. The responsibilities of the Director are outlined in Section N, Part 2 of the University of Guelph document, *Faculty Policies* (www.uoguelph.ca/hr/facpol/secth.htm).

The School of Languages and Literatures consists of 21 full time faculty members active in the areas of second language acquisition, literary and cultural studies, linguistics, and classical studies. There are majors in French, Spanish, European Studies and Classics, and minors offered in Italian and German. The School is currently developing and expanding in a number of areas. this year Introductory Chinese language classes were launched, Introductory Portuguese and Arabic will also be started over the next two years. New MA programs in French Studies and European Studies were recently established, and it is expected that an MA program in Latin American and Caribbean Studies will be in place for the next academic year.

This position will remain open until it is filled. Applications received before February 29, 2008 will receive earliest consideration. Letters of application outlining the candidate's qualifications for this position accompanied by a *curriculum vitae* should be sent to Dr. Donald Bruce, Dean, College of Arts, MacKinnon Building, Rm 0005, University of Guelph, Guelph, Ontario N1G 2W1. Candidates should also arrange for three letters of reference to be sent to this address. Inquiries may be directed to *don.bruce@uoguelph.ca*.

Nominations for this position are also encouraged and may be directed to the same address

The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We, therefore, particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

UNIVERSITY of GUELPH

Schulich MEDICINE & DENTISTRY

Western

**Department of Epidemiology and Biostatistics | Department of Political Science**
**The University of Western Ontario**

## Assistant Professor of Health Policy

Applications are invited for a probationary (tenure-track) appointment at the rank of Assistant Professor in the Departments of Epidemiology and Biostatistics (http://www.uwo.ca/epidem) and Political Science (http://politicalscience.uwo.ca). If qualifications and experience warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure. This position is available for July 1, 2008.

At the Assistant level, consideration will be given to applicants with a Ph.D. (or expected by July 2008), or equivalent qualification, who are recognized scholars with a demonstrable potential for independent and collaborative research in health policy research. Candidates at the Associate level must be scholars of national reputation.

The candidate should have expertise and experience with various quantitative approaches to Health Policy Research. Experience with qualitative research methodologies would also be an asset. The candidate will be expected to maintain a vigorous program of both independent and collaborative research.

The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Ability and interest in offering a course in Health Policy is a requirement. Consideration of applicants will include an assessment of previous teaching performance.

The University of Western Ontario located in London, Ontario, graduates students with a full range of academic and professional programs. (See http://www.uwo.ca/ and http://www.goodmovelondon.com to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Those interested in applying for this position should forward a curriculum vitae, a description of their research accomplishments and have at least three letters of reference sent to:

**Dr. M. Karen Campbell and Dr. Donald Abelson**
**Selection Committee Co-Chairs**
**Kresge Building, Room K201**
**The University of Western Ontario**
**1151 Richmond Street**
**London, ON N6A 5C1**

Applications will be accepted until the position is filled. Expected start date is **July 1, 2008**.

*Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.*

## *Tenure Track Faculty Position in Hydrogeology*

## Earth Sciences

MEMORIAL UNIVERSITY

The Department of Earth Sciences, Memorial University of Newfoundland invites applications for a tenure track faculty position at the assistant professor level in the broad field of hydrogeology (Ref.: VPA #EASC-2007-003). The applicants' specific interests may include but are not limited to quantitative physical and/or chemical analysis of surface and groundwater flow in porous and/or fractured media; solute or contaminant transport and water quality models; impacts of global and local environmental change on surface and/or groundwater resources, and surface-subsurface linkages; groundwater remediation; biosphere-lithosphere exchange processes and their impact on the hydrological cycle. Demonstrated experience with field studies and data collection is an asset. We are particularly interested in applicants whose research will benefit from, as well as contribute to, our department's growing strengths in low temperature geochemistry, stable and radioisotope biogeochemistry, and global environmental change.

Memorial University has one of the largest and most diverse Earth Science departments in Canada. With 30 faculty members including 3 Canada Research Chairs, over 15 staff members, and leading-edge teaching and research facilities, the department is able to offer high quality undergraduate and graduate degree programs. The successful candidate will have access to modern analytical facilities listed at (www.mun.ca/earthsciences/facilities/). In addition, Memorial University's CREAIT (www.mun.ca/creait/maf/ICPMS.php) network is accessible to all faculty and offers additional analytical and experimental facilities, many overseen by faculty in the Department of Earth Sciences. Other research and teaching resources available at Memorial University include the Ocean Sciences Centre, the Bonne Bay Marine Station in Gros Morne National Park, the Labrador Institute, and the Harlow Campus outside London, England.

Applicants must possess a Ph.D. and should preferably have post-doctoral experience. The successful candidate is expected to maintain a vigorous research program, sustain a strong record of peer-reviewed publication and external funding, advise and mentor undergraduate and graduate students, and contribute energetically to the teaching mission of the department, including courses in hydrogeology. In addition to its own M.Sc. and Ph.D. programs in earth science, the Department of Earth Science participates in Memorial's interdisciplinary graduate program in environmental science (www.mun.ca/science/envs/).

Applications must be received by February 15th, 2008. Candidates should submit a letter of application with the names and addresses (including email) of three referees, current curriculum vitae, and a statement of planned research program and teaching interests to: Dr. John M. Hanchar, Head, Department of Earth Sciences, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3X5, or, preferably, e-mail applications in PDF format to: head@esd.mun.ca. Additional information is available at www.mun.ca/earthsciences/about/ or by contacting Dr. John M. Hanchar at head@esd.mun.ca or by telephone at 709-737-2334

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational life of Newfoundland and Labrador. Offering a diverse set of undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's (http://www.stjohns.ca/index.jsp), a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

*Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities and candidates eligible for NSERC University Faculty Awards are encouraged to apply.*

# CAREERS CARRIÈRES

bers and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The department offers an excellent environment for teaching and research, including 34,000 square feet of new classroom, laboratory and office space in two recently completed buildings. To accommodate recent and anticipated growth in the Faculty of Engineering, several additional new buildings are planned. Electrical and Computer Engineering's renowned co-op undergraduate programs have an enrollment of 1,500 of the top students in Canada and its graduates are consistently highly sought-after by industry. ECE also shares leadership and teaching in the software engineering, mechatronics engineering and nanotechnology engineering undergraduate programs, all of which attract outstanding students. Recent expansion of the graduate program, which draws both Canadian and international students, has led to an enrolment of 450 master's and PhD students. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 320,000) in southwestern Ontario, about one hour west of Toronto. Researchers benefit from close connections with the many high-tech companies in Waterloo Region and from the University of Waterloo's unconventional intellectual property policy, which vests the rights with the inventor. Candidates are expected to have a distinguished record of teaching, research and university service. Applications and nominations should include a detailed resume, references and a statement of capabilities and qualifications. For full consideration, applications and nominations should be received prior to January 18, 2008. Send applications and nominations to: Dr. Adel S. Sedra, Dean, Faculty of Engineering, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ ENGINEERING — University of Guelph. The School of Engineering at the University of Guelph, Ontario, Canada invites applications for a tenure-track position at the Assistant or Associate Professor level with a research focus that compliments a newly established research program in groundwater contamination in fractured geologic media. The successful applicant will participate in research supported by an Industrial Research Chair established for the study of subsurface contaminants transport, fate and remediation. The successful applicant will be expected to develop his/her own independent research program separate from the existing programs with externally-derived funding. Full participation in undergraduate and graduate teaching within the core of the engineering program is expected. Registration as a Professional Engineer in the Province of Ontario, or the ability to obtain registration is a requirement of the position. The University of Guelph has well-established and accredited undergraduate and graduate degree programs in Water Resources Engineering, Environmental Engineering, Biological Engineering and Engineering Systems and Computing. The School is currently undergoing major growth in faculty and degree programs. The School of Engineering comprises over 30 faculty, 650 undergraduate and 120 graduate students, with water and the environment as one of its major thrusts. The water and environmental themes run throughout the University as evidenced by the newly founded Guelph Institute for the Environment. The successful applicant will have a broad engineering background and demonstrated research accomplishments in one or more of the following areas: 1) Geomechanics/geotechnical/geologic engineering of rock and/or soil relevant to behaviour of fluids; 2) Field, laboratory or numerical modeling regarding transport, reactions and fate of contaminants in the subsurface; 3) Environmental hydrochemistry or biochemistry relevant to subsurface contaminant fate or engineered in-situ remediation solutions; 4) Multi-phase fluid flow, fluid mechanics in geologic media systems with an emphasis on environmental engineering. Further information may be found at the following sites: www.uoguelph.ca; www.soe.uoguelph.ca; www.nserc.gc.ca/partners/chairs_e.asp Application Deadline: February 1, 2008 or until a successful candidate is found. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested applicants should send a CV, statement of research and teaching interests and the names and contact points of five references to the address below. Referees will only be contacted with permission of the applicant. Dr. J.E. Gruziski, P.Eng., Director, School of Engineering, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; E-mail: jgruzies@uoguelph.ca; Fax: 519-836-0227.

■ ENGLISH — Wilfrid Laurier University. The Department of English and Film Studies invites applications for a one-year limited-term appointment at the rank of Assistant Professor, commencing July 1, 2008 (subject to budgetary approval). The Department is interested in candidates with expertise in Early Modern Literature, including Shakespeare. Assigned teaching duties will be five one-term undergraduate courses. Department information can be found at: http://www.wlu.ca/arts/english. PhD, publications, and teaching experience preferred. Applicants are asked to send a letter of application, curriculum vitae, a writing sample (25 pages max.), a teaching dossier including course outlines and statistical summaries of course evaluations, and the names and contact information, including e-mail addresses, for three professional referees to: Dr. Eleanor Ty, Chair, Department of English and Film Studies, Wilfrid Laurier University, 75 University Ave W, Waterloo, ON, N2L 3C5, E-mail: ety@wlu.ca The deadline for receipt of materials is February 1, 2008. Wilfrid Launer University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

■ ENGLISH — Saint Mary's University. The Department of English at Saint Mary's University invites applications for a tenure-track position in English at the entry-level rank of Assistant Professor starting 1 July 2008. Applicants should have a PhD or be near completion. The Department is seeking a candidate with a commitment to undergraduate teaching and particular expertise in Late Medieval Literature, including Chaucer, with possible secondary interest in such areas as History of the English Language, Fantasy and/or Science Fiction, Cultural Studies, Film Studies and New Media. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. The candidate must be a specialist in literary theory and demonstrate and interest in teaching literary theory in relation to literature. Expertise in comparative literature or drama would be an asset. Applicants should submit a curriculum vitae, a teaching portfolio or dossier, student evaluations, a statement of research interests, a representative copy of a publication, and graduate transcripts. Applicants should also arrange for three letters of reference to be submitted under separate cover. Quote Competition No.: 07.10.240. Send all application materials, including reference letters to: Human Resources Department, Grant MacEwan College, City Centre Campus, 7-105, 10700 104 Ave, Edmonton, AB, T5J 4S2; Fax: (780) 497-5430; Phone: (780) 497-5434. E-mail: careers@macewan.ca All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority The deadline for receipt of applications is February 15, 2008 For further information about this employment opportunity, please refer to our website at www.macewan.ca/faculty.

■ ENGLISH LANGUAGE & LITERATURE — University of Waterloo. Senior scholars are invited to apply for an open-rank position in Literary Studies in the Department of English Language and Literature at the University of Waterloo. The Department will consider applicants working in all areas of Literary Study in English including historical periods, national or diasporic literatures, cultural movements, genres, and theories. The Faculty of Arts at the University of Waterloo is currently promoting several pertinent research themes, including Culture,

Malaspina University-College, a primarily undergraduate degree-granting institution located in Nanaimo on beautiful Vancouver Island, is accepting applications for:

**Canada Research Chair (CRC) - Tier II**
**Marine Scientist**

The Centre for Shellfish Research, within the Faculty of Science & Technology, invites applications in the area of sustainable shellfish aquaculture in one or more of the following or related areas: marine ecology and biodiversity, marine biotoxins and water quality, integrated multi-trophic aquaculture, molluscan shellfish biology, and marine biochemistry or natural products.

MALASPINA UNIVERSITY-COLLEGE

Visit **www.mala.ca/HumanResources/postings** for details about the position and application process.

UNIVERSITY OF REGINA

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

**FACULTY OF ARTS**
**Term Position**
In the Department of Political Science

**FACULTY OF BUSINESS ADMINISTRATION**
**Term and Tenure-Track Positions**
In the areas of: Accounting and Taxation; Human Resource Management and Organizational Behaviour; Entrepreneurship and International Business; and Management Communication.

**FACULTY OF EDUCATION**
**Tenure-Track Position**
In the area of Educational Administration

**FACULTY OF GRADUATE STUDIES & RESEARCH**
**Tenure-Track Position in the Johnson-Shoyama Graduate School of Public Policy**
In the areas of either Public Policy or Public Administration

**FACULTY OF KINESIOLOGY & HEALTH STUDIES**
**Tenure-Track Position**
In the area of Health Studies and/or Health Promotion

For detailed descriptions on these positions, please visit **www.uregina.ea/hr/recruitment.html**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
**www.uregina.ca**

## Tenure Track Faculty Positions
## Assistant Professor
## *School of Nursing*

MEMORIAL UNIVERSITY

The School of Nursing, Memorial University of Newfoundland invites applications for two tenure track positions at the rank of Assistant Professor, effective August 1, 2008. Responsibilities will include: teaching and supervision in the undergraduate and graduate programs, conducting a major program of research, and academic service. The School of Nursing offers a number of programs: a 4-year and 2-year accelerated baccalaureate program in collaboration with two Schools of Nursing in the province; an on-line BN (Post RN) program, and an on-line Master of Nursing program with thesis, practicum, and nurse-practitioner routes. The School is also a partner in a unique inter-professional education project that includes the Schools of Nursing, Pharmacy, and Social Work, the Faculty of Medicine, and the Counselling Centre. Planning for a PhD program in Nursing is underway.

All candidates should hold a doctoral degree (PhD or equivalent), preferably in Nursing, completed or very near completion by the commencement of the appointment. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Candidates must be eligible for registration with the Association of Registered Nurses of Newfoundland and Labrador.

The School is seeking candidates with teaching and research expertise. Preference will be given to candidates with effective teaching and communication skills and relevant clinical experience in one or in a combination of areas including women's health, pediatrics, medical-surgical nursing, mental health, community health, gerontology, primary health care, and advanced nursing/nurse practitioner practice. Experience in inter-professional learning, graduate level teaching and supervision, and skills in technology-enhanced learning would be assets.

Evidence of involvement in a program of research and publication is essential. Scholars must demonstrate evidence of a beginning program of scholarship, including research and publications, and be eligible for external research funding and grants.

Applications should be addressed to: Dr. Sandra LeFort, Director, School of Nursing, Memorial University of Newfoundland, A1B 3V6. Applications can be submitted electronically to efscroix@mun.ca or by fax: (709) 777-6697. Please quote competition number: VPA – NURS-2005-001 or VPA – NURS-2006-006. The application deadline is March 17, 2008.

The application package should include a letter of application, curriculum vitae, contact details of three referees, a sample of scholarly writing, a statement of teaching philosophy, and a description of the program of research.

The School of Nursing is located in the Health Science Centre on the campus of Memorial University. This facility also houses the Faculty of Medicine, School of Pharmacy, the General Hospital, the H. Bliss Murphy Cancer Centre, and the Janeway Child Health Centre. This integrated complex and a strong inter-professional model of education allows for close working relationships of faculty and students in Nursing, Pharmacy, Medicine and other health-related disciplines.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

*Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

# CAREERS CARRIÈRES

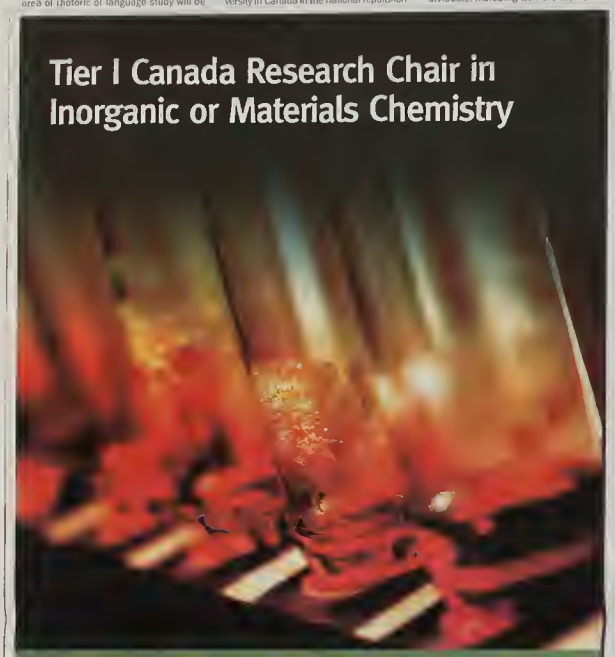
Identity, and Memory; Global Engagement, Cognitive Science; and Creativity and Performance. The successful candidate will be offered a wide range of teaching experiences from first year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature, Literature and Rhetoric, and Rhetoric and Professional Writing, our Department offers innovative MA programs in Literary Studies and in Rhetoric and Communication Design, as well as a unique PhD that integrates Literary Studies with fields of Rhetoric, Writing, Discourse and Text Analysis, and Media Theory and Design. As the Department promotes an integrated research culture, secondary expertise in any area of rhetoric or language study will be considered an asset. The teaching load is 2 plus 2, which normally includes one graduate course. Salary will be commensurate with rank and experience. Please visit our website at http://english.uwaterloo.ca for more information about the Department. Appointment date flexible. The successful candidate will have the opportunity to participate in the growth of the Humanities and Graduate Studies in Waterloo's Faculty of Arts. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In last year's Macleans Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked 'Best Overall' university in Canada in the national reputational survey in 12 out of the last 15 years. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on March 4, 2008. Please send letter of application, curriculum vitae, and supporting documents (graduate transcripts, writing sample), and arrange for three letters of reference to be sent to: Dr. Kevin McGuirk, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

## F

■ FILM STUDIES – Wilfrid Laurier University, The Brantford Campus of Wilfrid Laurier University invites applications for one position in Film/Documentary at the rank of Assistant Professor (tenure track or limited term appointment) beginning July 2008. The successful candidate will teach courses in Brantford's core, liberal arts Contemporary Studies Program and its unique Journalism Program (emphasizing critical thinking as paramount to quality journalism). The candidate's research program must include evidence of using visual texts as a medium to examine multidisciplinary problems; a means by which to explore social and cultural issues, and an alternative to traditional written texts in the classroom. Preference will be given to candidates who have hands-on, digital, non-linear video production experience. Evidence of quality teaching is also required. A PhD or a degree considered terminal in a relevant discipline is preferred. Applicants are required to send Two Copies of their application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three references (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Contemporary Studies Search Committee, Wilfrid Laurier University, Brantford Campus, 73 George Street, Brantford, Ontario, N3T 2Y7. E-mail applications will not be accepted. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Bruce Arai, Acting Dean of Laurier Brantford. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications has been extended to January 25, 2008. For further information please contact: Dr. Peter Farrugia, Associate Professor and Coordinator, Contemporary Studies, Wilfrid Laurier University, 73 George Street, Brantford, ON, N3T 2Y3, Phone: (519) 756-8228 x5707, E-mail: pfarrug@wlu.ca.

■ FINANCE – University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Finance, specializing in either corporate finance or investments, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed PhD and should demonstrate the potential for excellent research and teaching. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The Finance Group is housed within the School of Accountancy in the Faculty of Arts at the University of Waterloo. The School operates undergraduate and graduate programs in accounting and financial management, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://accounting.uwaterloo.ca. Members of the Finance Group are active in theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Faculty members are associated with the Centre for Advanced Studies in Finance (CASF), which provides the focus for research and education in the finance discipline at the University. The CASF is an integral part of the Institute for Quantitative Finance and Insurance, which is involved in coordinating the University's research activities in finance, actuarial science, mathematics, and scientific computing. For further information, visit http://accounting.uwaterloo.ca/finance/casf/. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. To be considered, please send a curriculum vitae, a sample of your research, and the names and contact information of three referees in electronic form to ipla@uwaterloo.ca. Alternatively, paper applications may be sent to The Director, c/o Lori LalondeAdministrative Assistant, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada.


## Tier I Canada Research Chair in Inorganic or Materials Chemistry



uwindsor.ca/facultypositions

The University of Windsor's Department of Chemistry and Biochemistry is searching for a Tier I Canada Research Chair in Inorganic or Materials Chemistry. We'd like to hear from you if you're ready to take on a leadership role in our Centre for Catalysis and Materials Research.

The position offers opportunities to work with internationally renowned faculty engaged in cutting-edge research and to build your research program with strong institutional support. Windsor also offers a unique international lifestyle, collaborative opportunities with three major U.S. universities, and direct flights worldwide from the area's three major international airports.

For information on the Canada Research Chairs Program, go to www.chairs.gc.ca. For position details call Dr. Janice Drakich, Director of Faculty Recruitment, at 1-877-665-6608 or visit us online at www.uwindsor.ca/facultypositions.

University of Windsor
*thinking forward*



SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

## WORLD LITERATURE DIRECTOR
### FACULTY OF ARTS AND SOCIAL SCIENCES

Simon Fraser University consists of three closely connected campuses in the metropolitan region of Vancouver. The campuses – in Burnaby, Vancouver, and Surrey – have a diverse, multicultural student body. The Faculty of Arts and Social Sciences seeks a Director (Associate or Full Professor) for its new programs in World Literature. The programs, faculty, and students for World Literature are located at the SFU Surrey Campus.
**For more information: http://www.sfu.ca/vpacademic/Faculty_Openings/Arts.html**



UNIVERSITY OF REGINA

## Health Studies and/or Health Promotion
### Tenure-track position

**Salary and Rank:** Commensurate with qualifications and experience.

**Qualifications:** Ph.D. or equivalent required. A doctoral degree candidate who is close to completion will be considered. Candidates invited for an interview will be expected to submit a dossier showing evidence of teaching effectiveness, and professional and/or scholarly competence.

**Appointment Date: July 1, 2008**

**Duties:** The primary responsibility of our future colleague will be to facilitate academic leadership in the area of Health Studies and/or Health Promotion and complement current faculty in the area. The successful candidate will be expected to develop an active, externally funded program of research and contribute to teaching at both the undergraduate and graduate level in one or more of the following areas: health promotion and wellness, health studies, health systems and administration. A focus on aboriginal health issues and healthy aging will be considered an asset. In addition, they will be expected to participate in all aspects of Faculty and University governance, and public service.

**The Faculty of Kinesiology and Health Studies** is a young and dynamic member of the university community with administrative responsibility for both academic and co-curricular programs. The Faculty is located in a new $32 million Centre for Kinesiology, Health, and Sport, which opened in September 2004. The Centre has excellent laboratory and research facilities, and also houses the Allied Health Centre and the Dr. Paul Schwann Applied Health and Research Centre. Our faculty members maintain a close collaborative relationship with a number of health research centres, including the Saskatchewan Population Health and Evaluation Research Unit and the Indigenous People's Health Research Centre. The University of Regina is a comprehensive institution that emphasizes excellence in teaching, research, and service. For more details about the university, visit our web site at http://www.uregina.ca.

**Applications will be accepted until February 15, 2008 or until a suitable candidate is identified.** Submissions should include: a letter of application with statement of teaching philosophy, a detailed curriculum vitae, copies of transcripts, and the names and contact information for three referees. The Faculty of Kinesiology & Health Studies reserves the right to conduct global reference checks on short-listed candidates. We thank everyone for their interest; however, only short listed candidates will be contacted for an interview.
**Application materials should be addressed to:**

**Dr. Craig J. Chamberlin, Dean**
**Faculty of Kinesiology and Health Studies**
**University of Regina**
**Regina, Saskatchewan S4S 0A2**
**Tel: (306) 585-4535 Fax: (306) 585-5441**
**e-mail: craig.chamberlin@uregina.ca**

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications*

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

# CAREERS CARRIÈRES

N2L 3G1. Review of applications began in September 2007 and will continue until the positions are filled.

■ FINE ARTS – NSCF University. The Nova Scotia College of Art and Design (NSCAD University) invites applications for: Assistant Professor: Sculpture: Division of Fine Arts. Subject to budgetary and final approval by the Board of Governors, this is an Initial Three Year appointment, renewable for continuing appointment. For details, please visit http://www.nscad.ns.ca/about/employment.php NSCAD University is one of North America's outstanding universities for the study, practice and teaching of art, craft and design. The programs of the University prepare students to enter professional life as artists, filmmakers, photographers, crafts persons, and designers. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Hiring will be in accordance with NSCAD's policy on non discrimination.

■ FRENCH STUDIES – University of Alberta. The Department of Modern Languages and Cultural Studies (MLCS) invites applications for a contract instructor in French with a specializatron in Translation Studies. This is a contract appointment over the course of two years (employment will be for 9 months per year, August - Aprrl for each 2008-09 and 2009-10), teaching three full course equivalents (FCE) dunng the appomtment with no administrative duties associated with teaching. The instructor will be expected to teach practice and theory translation courses at all levels in French and in English, as the case may be, as well as other undergraduate courses accordmg to needs. Our student population is mostly Anglophone. The instructor will normally have a PhD or an equivalent degree in the field related to the courses to be taught and native or near-native proficiency in French. We are especially interested in candidates with a competance in either French linguistics or French literature. Competence and expertise in translatron in another language would be an asset. MLCS (http://www.mlcs.ca/) is a highly interdisciplinary department with over 30 faculty where 17 languages are taught and literature, culture, applied linguistics, language, and cultural studies as well as folklore are all actively pursued. The Department offers an undergraduate academic Certrficate in Translation Studies in French, German and Spanish. The Department offers undergraduate as well as graduate programs at the MA and PhD levels in several languages, literatures and cultures. Established in 1908 as a board-governed, public institution, the University of Alberta has earned tha reputation of being one of the best universities in Canada based on our strengths in teaching, research, and service. The University of Alberta serves over 36,000 students in more than 200 undergraduate programs and 170 graduate programs (www.ualberta.ca/). The Faculty of Arts is the oldest and most diverse faculty on campus, and one of the largest research and teaching centres in western Canada (http://www.arts.ualberta.ca/). The University's main campus is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton metropolitan area is the sixth-largest in the country with a population of approximately one mrllion (http://www.edmonton.ca/). Edmonton is located only a few hours drive from Banff and Jasper Natronal Parks, which offer skiing in winter and excellent hiking and sightseemg in summer. The salary follows the scale on the Agreement for Contract Academic Staff, Teaching. Applicants should send curriculum vitae, a letter of application describing their teaching interests and activities, all university transcripts, and a teaching dossier that includes evaluations of teaching performance to: Dr. Marianne Henn, Acting Chair, Department of Modern Languages and Cultural Studies, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. Email inquines may be directed to: dolores.wohland@ualberta.ca, Phone: (780)492-1997; Fax (780)492-9106. Applicants must also arrange for three letters of reference to be sent to the Acting Chair. Closing Date: March 3, 2008. The effective date of employment will be August 1, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given prionty. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## G

■ GEOGRAPHY – Brandon University. The Department of Geography at Brandon University invites applications for a one-year term appointment beginning July 1, 2008 at the Instructional Associate level, subject to budget. Primary duties of the position include, but are not limited to: Instruction of course laboratories in physical geography, computer cartography, and introductory GIS courses; maintenance and administration of geomatics laboratory hardware and software systems, and user accounts; preparation of cartographic material for faculty teaching, research and service; procurement, organization and maintenance of the Map and Air Photo libraries; and other duties as assigned by the Department. Further details about Brandon University and the Department of Geography can be found at http://www.brandonu.ca/geography. Application deadline: March 1, 2008. Salary and Rank: Commensurate with the candidate's qualifications and experience. Applications must clearly indicate citizenship or immigration status and include curriculum vitae, university or college transcripts, and the names and contact information of three referees and should be sent to: Dr. Austin Gulliver, Dean of Science, Brandon University, 270 - 18th Street, Brandon, Manitoba, R7A 6A9; e-mail: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ GEOGRAPHY – Brandon University. Physical Sciences position In Applied Disaster and Emergency Studies (ADES): Brandon University invites applications for a tenure-track faculty position in the Department of Applied Disaster and Emergency Studies (ADES). A candidate with a PhD in emergency management or disaster studies is preferred. A Masters degree in these areas combined with sufficient relevant experience will also be considered. The successful candrdate will have demonstrated expertise in hazard-focused education and research with a specialty in a field such as geography, earth or environmental sciences, engineering or planning. Expertise in a subfield such as meteorology or seismology would be of value. The successful candidate will teach required and elective courses related to their area of specialty. Preference will be given to candidates who can teach on natural and technological hazards, risk assessment and modeling, or similar disaster science topics. This position will complement the department's current strengths in the social sciences and applied management perspectives. Evidence of successful teaching, research and scholarship, related to disaster studies and emergency management is required. The candidate should also have practical experience in the area and an understanding of the challenges posed by an interdisciplinary approach to the field. This is an applied program so the successful candidate will have the ability to effectively link university based activities with public and private agencies and institutions. The ADES program has been in place since 2001 and has an established student base. Brandon University has invested significantly in library holdings and information technology, including a fully equipped Emergency Operations Lab, to support teaching and research. ADES offers four-year BA or BSc degrees. Applications are invited until the position is filled. The selection process will begin February 18, 2008. The appointment will take effect August 1, 2008 or upon candidate availability. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, citizenship or Canadian immigration status, and the names and email addresses of three referees to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Email: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ GESTION – McGill University. La faculté de gestion Desautels est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, pour des termes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'information, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté da gestion Desautels compte 70 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois (3) lettres de références et diplômes (copies) obtenus au Vice-doyen - affaires académiques, Faculté de gestion Desautels, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2008. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi

## ROYAL MILITARY COLLEGE OF CANADA

# Faculty Position

### Chemical Engineering and/or Chemistry

The Department of Chemistry and Chemical Engineering of the Royal Military College of Canada invites applications for one tenure track position at the level of Assistant Professor, or at a more senior level for suitably qualified candidates.

The Department is seeking candidates with a recent Ph.D., or one nearing completion, with specialization in a field related to materials, such as polymers, composites or metals. Candidates must be able to establish and maintain an independent and competitively funded research program in one of these areas and to teach and supervise students at the graduate level. Candidates must also possess an undergraduate education in the field of Chemical Engineering, Engineering Chemistry or Chemistry and must be able to teach courses in the Department's undergraduate Chemical Engineering or Chemistry programs. Preference will be given to candidates with postdoctoral, academic or industrial experience. Various language requirements will be considered for this position.

The Royal Military College is a bilingual university offering undergraduate and graduate programs in the humanities, sciences and engineering to members of the Canadian Forces and civilians. The Department of Chemistry and Chemical Engineering offers undergraduate B.Sc (chemistry) or B.Eng (chemical engineering) degrees, and graduate M.A.Sc., M.Sc. & Ph.D. degrees in the chemical and materials, environmental and nuclear fields. The Department is currently involved in a wide range of applied and fundamental research funded by national granting councils, other government agencies and industrial partnerships in excess of $15M per annum. More information about the Department can be found at www.rmc.ca/academic/chem/index_e.html.

Kingston is a beautiful historical city on the shores of Lake Ontario at the mouth of the St. Lawrence River and at the start of the Thousand Islands. It is easily accessible from Toronto, Ottawa and Montreal and has diverse offerings of music, art, history, theatre and live entertainment that create a unique cultural environment.

Salaries are competitive and in accordance with professional qualifications and experience (UT-02 $46,283 - $84,515), (UT-03 $63,583 - $101,814). Tenure will be determined after three years. The expected starting time for the position is the summer of 2008 and the closing date for applications is 3 March 2008. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. However, applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. Please consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information.

Interested candidates must submit the following: (i) their *curriculum vitae* showing their qualifications for the position including publications and teaching experience, (ii) a statement of citizenship status, (iii) proof of education, (iv) a one or two page proposal outlining their intended research and (v) the names and addresses of three referees to:

Ms. **Doris Meade**
**Civilian Human Resources Office**
**Canadian Forces Base Kingston**
**11 Mercury Cres**
**P.O. Box 17 000, Stn "Forces"**
**Kingston, Ontario K7K 7B4**

Phone: (613) 541-5010, extension 2218
Fax: (613) 541-4496
e-mail: Meade.DM@forces.gc.ca

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

## COLLÈGE MILITAIRE ROYAL DU CANADA

# Poste de professeur(e)

### Génie chimique et/ou Chimie

Le Département de chimie et de génie chimique du Collège militaire royal du Canada recherche des candidat(e)s pour un poste menant à la permanence comme professeur adjoint ou professeur de niveaux supérieurs pour des candidat(e)s dûment qualifiés.

Le Département recherche des candidat(e)s ayant récemment obtenu un diplôme de doctorat, ou sur le point de terminer leur programme de doctorat, avec une spécialisation en matériaux tels que les polymères, les composites ou les métaux. Le candidat(e) doit être capable d'établir et de maintenir un programme de recherche innovateur à l'aide de financement des programmes d'octrois compétitifs dans un de ces domaines. La personne doit aussi être capable d'enseigner des cours et de superviser des étudiants au niveau supérieur. On s'attend également à ce que le candidat choisi détienne un diplôme de premier cycle en génie chimique et/ou chimie et soit capable d'enseigner aux programmes départementaux de génie chimique et de chimie du premier cycle. De l'expérience postdoctorale, académique, ou industrielle est souhaitable. Diverses exigences linguistiques seront considérées pour cette position.

Le Collège militaire royal du Canada est une université bilingue offrant des programmes de premier cycle et de cycles supérieurs dans les sciences humaines, sciences, et génie aux membres des forces armées canadiennes et aux civils. Le département de chimie et de génie chimique offre les programmes de Baccalauréat en Sciences (chimie), Baccalauréat en génie (génie chimique), de même que des programmes de maitrise et de doctorat dans une variété de disciplines (Chimie et Matériaux, Environnement, Nucléaire). Le département est présentement très actif dans plusieurs de domaines de recherche appliquée et fondamentale financée par les organismes nationaux d'octroi de recherche, certaines agences gouvernementales et par des partenariats industriels à un niveau supérieur à $15M par an. On pourra trouver plus de renseignements sur le Département au site internet suivant : http://www.rmc.ca/academic/chem/index_f.html.

Kingston est une belle ville historique sur les rives du lac Ontario et le long du fleuve Saint-Laurent et des Mille Îles. Son accès est aisé à partir de Toronto, Ottawa et Montréal. C'est une ville pleine d'activités en musique, art, histoire, théâtre et spectacles divers, ce qui crée un environnement culturel unique.

Le salaire offert sera déterminé selon l'expérience et les qualifications du candidat (UT-02 $46,283 - $84,515) (UT-03 $63,583 - $101,814). La permanence (« tenure ») sera déterminée après trois ans. Le début du poste est prévu pour l'été de 2008 et la date limite pour soumettre les candidatures est le 3 mars 2008. Le Collège militaire royal du Canada est une institution bilingue dont les étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acte de l'Emploi de la Fonction Publique, on doit accorder la préférence aux Citoyens canadiens, cependant, on considérera les candidatures provenant de l'extérieur du Canada. Les candidats dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne. Vous pouvez consulter le Centre d'Information Canadien sur les Diplômes Internationaux à l'adresse internet suivante: http://www.cmec.ca/cicic/ pour obtenir de plus amples informations.

Les candidat(e)s intéressés doivent envoyer (i) leur curriculum vitae montrant leurs qualifications pour le poste, incluant une liste de publications et une description de leur expérience d'enseignement, (ii) un énoncé du statut de citoyenneté (iii) des preuves de l'éducation académique reçue, (iv) une description d'une à deux pages des futures activités de recherche qu'ils proposent d'entreprendre, et (iv) les noms de trois personnes pouvant servir de références, à:

Mme Doris Meade
**Bureau des Ressources Humaines Civiles (Kingston)**
**Base des Forces Canadiennes de Kingston**
**11 Mercury Cres.**
**C.P. 17000, Station Forces**
**Kingston, Ontario K7K 7B4**

Téléphone: (613) 541-5010, poste 2218
Fax: (613) 541-4496
Courriel: Meade.DM@forces.gc.ca

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : http://www.cmec.ca/cicic /. Les candidats doivent noter que le Collège militaire royal du Canada enrôle des étudiants civils de deuxième et de troisième cycle, et que les deux, étudiants et membres de la faculté, ont accès à des fonds pour supporter leurs études et leurs recherches incluant des fonds de CRSNG. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Dans ce document, la forme masculine désigne, lorsqu'il y a lieu, aussi bien les femmes que les hommes. L'emploi du masculin a pour but de faciliter la lecture du texte.

VÉRITÉ • DEVOIR • VAILLANCE

Canada

# CAREERS CARRIÈRES

## H

■ HEALTH STUDIES – Wilfrid Laurier University, Laurier Brantford is a fast-growing campus of Wilfrid Laurier University located in Brantford, Ontario. We invite applications for a tenure-track appointment in Health Studies, subject to final budgetary approval. The appointment will commence July 1, 2008, at the rank of Assistant Professor. The area of specialization for this position is in Social Gerontology, with preference for candidates whose research and teaching focuses on issues around aging and the life course, broadly defined. In addition to courses on aging, the ideal candidate would also be able to make a teaching contribution in one or more of disabilities, health policy, health evaluation, and health care systems. A doctoral degree, or near completion, in a related discipline is required. Evidence of successful teaching is essential. Candidates with the ability to teach and conduct research in an interdisciplinary environment are particularly encouraged to apply. Applicants are required to send Two Copies of their application package, including a 1-2 page cover letter, a full curriculum vitae, one sample publication, the names and contact information of three references (e-mail contact information is acceptable), and evidence of teaching effectiveness (such as evaluations and/or a dossier) to: Health Studies Hiring Committee, Laurier Brantford, 73 George St, Brantford, Ontario, N3T 2Y3 E mail applications will not be accepted, however, letters of reference from referees may be e-mailed to hlambert@wlu.ca. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to Dr. Bruce Arai, Acting Dean of Laurier Brantford. We thank all respondents in advance for their interest in Wilfrid Laurier University. Only those selected for an interview will be contacted. The deadline for applications has been extended to January 25, 2008

■ HEALTH, AGING & SOCIETY – McMaster University The Department of Health, Aging & Society at McMaster University invites applications for a full-time tenure-track Assistant Professor in Global Health, beginning July 1st, 2008. The successful candidate will be required to teach within one, but preferably across the department's two undergraduate programs in Gerontology and Health Studies. They will also be required to teach in a new master's program in Health and Aging, scheduled for launch in 2008 and to supervise students in a future planned PhD program. Additionally, we expect that the successful candidate will develop an independent program of research in global health. They will be expected to publish their work in peer-reviewed publications and to compete successfully for external funding to support their research. Health, Aging & Society is an interdisciplinary department, including scholars with training in sociology, political science, anthropology, geography, social work, economics and religious studies. Also of institutional relevance is the emerging strategic initiative at McMaster University focused on water and health. The successful candidate must have completed a PhD within a social science discipline, but with a strong focus on global health issues. We are looking for a critical thinker possessing a dedication to transformative politics and improvements in global health. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a curriculum vitae and a statement of teaching and research interests, a sample of scholarly writing and three letters of reference, should be sent to the address below. If available, candidates are encouraged to enclose teaching dossiers and certified records of teaching evaluations. Gavin J. Andrews, Professor and Chair, Department of Health, Aging & Society, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Canada. Complete applications, including supporting documents, which are received by January 31, 2008 will be assured of consideration. We will continue to accept applications until the position is filled.

## I

■ INDUSTRIAL DESIGN – Carleton University. The School of Industrial Design invites applications for a tenure-track position at the Associate Professor level. The anticipated start date is 01 July 2008. The School of Industrial Design is well-respected in North America and internationally, and is strategically located within the Faculty of Engineering and Design, which includes the Schools of Architecture and Information Technology. The School offers a well-established four-year program, which leads to a Bachelor of Industrial Design (B.I.D.) degree. Graduates have an excellent reputation and hold key positions of design responsibility in many parts of the world. Subject to final approval from the Ontario Council on Graduate Studies, the School will be introducing a Master of Design (M.Des.) in Interdisciplinary Design Development in the fall of 2008 and is seeking a senior educator with a substantial track record in research achievement and teaching to complement its current team. The successful candidate would demonstrate outstanding leadership and mentoring experience. Applicants must possess: a) a research-based PhD in design or a related field, and preferably a professional degree in industrial design; b) advanced experience working with interdisciplinary teams; c) excellent interpersonal and communication skills; d) graduate training and supervisory experience. Carleton University is a dynamic research and teaching institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Canada, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. The University is constantly striving to develop new and innovative programs to help students succeed. Ottawa, the fourth-largest metropolitan area in Canada, is a vibrant and growing community that prides itself on its exceptional quality of life. As Canada's capital, and seat of its federal government, Ottawa is a place steeped in history and tradition but it also embraces its future. Over the past 50 years, Ottawa has successfully transformed itself into a global technology centre. At the heart of Ottawa's magnetic appeal is the extraordinary standard of living that people enjoy in this safe, clean, and inviting region. The Ottawa region's services and natural treasures allow the citizens to enjoy unparalleled health, comfort, and economic prosperity. Applicants should send:a) letter of interest stating academic and pedagogical goals; b) curriculum Vitae; c) five samples of recent peer-reviewed published work; d) if applicable, design portfolio clearly identifying personal and student work; e) three letters of reference. Application deadline: March 1, 2008 or until the position is filled. Applications should be submitted to: Professor Thomas Garvey, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6, Tel: 1-613-520-5674, Fax: 1-613-520-4465, Email: garvey@carleton.ca. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ INTERDISCIPLINARY STUDIES – University of Guelph: The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a tenure-track faculty member in either the department of Psychology or the department of Sociology and Anthropology, the successful candidate's teaching will be divided equally between the interdisciplinary core of the Bachelor of Arts and Sciences program and the home department's discipline. Expectations for service will incorporate as equally as possible contributions to the BAS program and to the home department. Duties will also include graduate teaching and supervision, and the development and maintenance of an active research profile. A doctorate is required, with demonstrated expertise in Psychology, Sociology, Anthropology or relevant interdisciplinary studies. Publications and a demonstrated commitment to excellence in interdisciplinary teaching are required. The position is at the rank of Assistant Professor, effective July 1, 2008. The College of Social and Applied Human Sciences compnses disciplines within the departments of Family Relations and Applied Human Nutrition, Geography, Political Science, Psychology, and Sociology/Anthropology. The College also supports interdisciplinary degree programs in Criminal Justice and Public Policy, Environmental Governance, and International Development. It is the largest college on campus. For more information, see http://www.csahs.uoguelph.ca/. The innovative Bachelor of Arts and Sciences Program comprises a minor (of students' choosing) from the BA program, a minor (of students' choosing) from the BSc program, and an interdisciplinary core of "ASCI" courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vita e, statement of research and teaching interests, samples of publications, and three letters of reference, tor receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## K

■ KINESIOLOGY – University of Waterloo. Applications are being accepted for the position of Assistant Professor in the area of Biomechanics. Preference will be given to applicants with expertise in gait analysis. Applicants should have a fundamental research focus on musculoskeletal modeling with an interest in applying these models to the study of whole body movement of both healthy and clinical populations. Successful candidates are expected to have a strong portfolio of scholarly research, including peer-reviewed publications, and provide evidence of potential for excellence in teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Centre for Research Excellence in Prevention of Musculoskeletal Disorders and the Schlegel-UW Research Institute for Aging. We welcome biomechanics applicants from fields such as kinesiology, neurophysiology, bioengineering and rehabilitation. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at www.ahs.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is March 1, 2008 or until filled. The expected start date for the appointment is July 1, 2008. All quali-


UNBC UNIVERSITY OF NORTHERN BRITISH COLUMBIA

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Assistant/Associate Professor Opportunities
Prince George, BC

The University of Northern British Columbia is an exceptional institution of higher learning. Beautiful campuses located across Northern BC will provide you with an opportunity to connect with our local communities, nature and outdoor adventure; at UNBC you will experience the best in work and life environments.

Dubbed BC's northern capital city, Prince George's population is approximately 80,000 people with a range of cultural, educational, and recreational amenities. With affordable housing prices and a short commute to work Prince George is a great city for you and your family. We are a friendly community offering a wide range of outdoor activities including exceptional skiing, canoeing and kayaking, fly-fishing, hiking, and mountain biking. The lakes, forests and mountains of northern and central British Columbia offer an unparalleled natural environment in which to live and work. The city is also home to a symphony orchestra, professional theatre, a WHL hockey team, and a community college. For more information about living and working in Prince George please consult **www.seeyouinbc.ca/princegeorge**

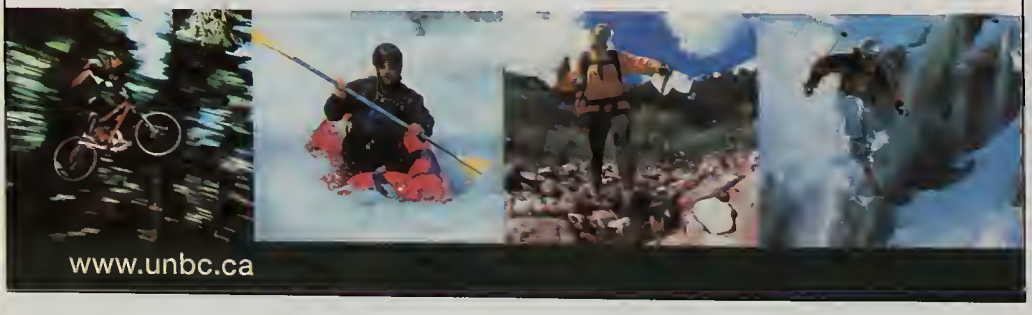
In collaboration with community colleges in Prince George, Quesnel and Terrace, the Nursing Program offers an undergraduate Bachelor of Science degree (BScN). A Master of Science Nursing (MScN) is also offered in two streams: the Family Nurse Practitioner (FNP) – a clinical masters degree leading to registration with the College of Registered Nurses of British Columbia as an FNP, and a masters by course work and research thesis. Further information about UNBC and the Nursing Program can be found at: www.unbc.ca/nursing/index.html

UNBC offers competitive compensation, an attractive benefits package, state-of-the-art facilities, funding for research and professional development, relocation assistance and an opportunity for further educational advancement.

The Nursing Program has the following opportunities available.

- **FANU23-07 Assistant/Associate Professor & Coordinator, MScN-FNP Program (Tenure-track)**
- **FANU24-07 Assistant/Associate Professor & Coordinator, Terrace Campus (Tenure-track)**
- **FANU25-07 Assistant/Associate Professor, Nurse Practioner (Tenure-track)**
- **FANU26-07 Assistance/Associate Professor, Prince George (Tenure-track)**

Additional information on the duties and responsibilities of these positions can be located at **www.unbc.ca/hr/postings/instructional.html**



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fied candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ KINESIOLOGY & PHYSICAL EDUCATION — University College of the Fraser Valley The Kinesiology and Physical Education Department requires one full-time faculty, commencing August 2008. Candidates must be qualified to teach in Physical Education (Pedagogy) with expertise in teaching children games and at least one of the following areas: health promotion, health education, sociocultural aspects of human movement, or motor behaviour and control. Previous university-level teaching experience is required. The candidate must also display evidence of research or scholarship. Applicants are expected to have a completed doctorate while a minimum of a Master's degree in Physical Education (or related discipline) will qualify. Hiring decisions will be based on teaching ability, research contributions and fit with departmental needs. Candidates are strongly advised to submit letters of reference by the closing date. The Selection Advisory Committee will begin reviewing applications on January 31, 2008; however, the position will remain open until filled. Direct curriculum vitae or resume including evidence of appropriate qualifications, referring to Posting 2007.1344 to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2S 7M8; Tel: (604) 854-4554, Fax: (604) 854-1538, Website: www.ucfv.ca. Email resumes to: erinfo@ucfv.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment. UCFV is committed to the principle of equity in employment.

## L

■ LIBRARIAN — University of Windsor. The University of Windsor invites applications for a tenure-track Health Sciences Librarian position in the Leddy Library commencing no later than July 1, 2008 (rank will be commensurate with experience). This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 3161, Fax: 519 971-3686, Email: gebbett@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

■ LINGUISTICS — University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a tenure-track position at the Assistant Professor level in Linguistics, effective 01 July 2008. We seek applications from candidates who hold a PhD in Linguistics with a strong or a promising research record in theoretical, descriptive, or applied Linguistics. Candidates should supply evidence of successful university level teaching. The selected candidate should ba willing to teach a wide variety of introductory and senior courses in Linguistics and will provide leadership in our interdisciplinary linguistics program. Applicants should send a dossier, including a curriculum vitae, teaching evaluations, sample publications, and /or conference papers, and should also arrange to have three reference letters sent to Professor P. M Bidwell, Acting Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The review of applications will begin on 01 February 2008. Prospective applicants are welcomed to consult the departmental web site (www.usask.ca/languages) for further information and to get in touch with the acting department head by email (paul.bidwell@usask.ca) with any enquiries well in advance.

## M

■ MANAGEMENT — McGill University. Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science (Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Desautels Faculty of Management has over 70 full-time faculty and offers BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean - Academic, Desautels Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2008. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ MANAGEMENT SCIENCE — University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough invites applications for a teaching stream appointment at the rank of Lecturer in Management Science beginning July 1, 2008. The successful candidate should have at least a Masters degree in a relevant field and is expected to have strong evidence of teaching excellence at the undergraduate level. Teaching assignments may include undergraduate courses in Management Science, Operations Management, and Statistics. Lecturers are primarily involved with teaching and are expected to participate in the governance of the Department of Management. The position initially is for three years and may be renewed for a further two years. Assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Salary will be commensurate with qualifications and experience. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~mgmt/. Interested candidates should send a curriculum vitae together with evidence of experience and excellent teaching performance to Professor Michael Krashinsky, Chair, Department of Management, University of Toronto Scarborough, 1265 Military Trail, Toronto, Ontario, Canada, M1C 1A4 (only hard copy applications will be accepted). Three letters of reference should also be arranged and sent to the Chair. The deadline for application is February 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

■ MANAGEMENT SCIENCES (OPERATION RESEARCH) — University of Waterloo. We invite applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with training and research interests in stochastic modelling, with applications in production and service operations systems, logistics or supply chain management, healthcare and energy are especially encouraged to apply. Industrial experience is desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research potential in industrial or systems engineering and operations research. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation from three references will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ MANAGEMENTS SCIENCES (INFORMATION SYSTEMS) — University of Waterloo. We invite applications for a tenure-track/tenured faculty position at the Assistant, Associate or Full Professor level to begin September 2008. Individuals with interests in information storage, management and retrieval, human computer interfaces, data mining, network planning and management or topics at the interface of operations research and computer science are especially encouraged to apply. Industrial experience and an interest in healthcare or energy applications are desirable. Applicants should hold a PhD, or should be near completion of their doctoral studies and have demonstrated research and teaching potential. An undergraduate degree in engineering or eligibility for registration as a professional engineer is required. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation from three references will be requested if a candidate is shortlisted. Applications are to be submitted electronically at https://www.mansci.uwaterloo.ca/OFAS/. To receive full consideration, all materials should be submitted by December 31, 2007. For further information, please contact the chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; E-mail: emjewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ MARINE SCIENCE (RESEARCH, SCIENCE & TEC) — Malaspina University-College Malaspina University-College, located in Nanaimo on beautiful Vancouver Island, is a unique, primarily undergraduate, degree-granting institution. Malaspina offers the opportunity to work in a stimulating and diverse environment. The Centre for Shellfish Research, within the Faculty of Science & Technology, invites applications in the area of sustainable shellfish aquaculture. Preference will be given to applicants demonstrating expertise in one or more of the following areas: marine ecology and biodiversity, marine biotoxins and water quality, integrated multi-trophic aquaculture, molluscan shellfish biology, and marine biochemistry or natural products. Applicants with strong expertise in other relevant areas may also be considered. The Centre for Shellfish Research, opened in 2004, has well-equipped wet and dry labs, a pocket research vessel and a planned field station all in support of an integrated approach to sustainable shellfish aquaculture industry development. This includes scientific research programs in shellfish aquaculture ecological interactions, health and husbandry, technology innovation, socio-economic research, education and public engagement. The Canada Research Chair (CRC) Program was established by the Government of Canada to enable Canadian universities to become world-class centres of research and research training. The Chairs Program contributes to enhancing Canada's competitiveness in the global, knowledge-based economy, improving Canadians' health, and enriching our social and cultural life. A candidate for a Canada Research Chair should be recognized as an emerging researcher with the potential to achieve national and international recognition and be a team leader. The Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence. The successful candidate will hold a faculty appointment in a related department. Visit www.malas.ca/HumanResources/postings for more information and a listing of all employment opportunities.

■ MATHEMATICS — University of Waterloo Applications are being accepted for one or more positions of Lecturer in the Centre for Education in Mathematics and Computing beginning on 01 February 2008. Applicants should have a minimum of a Master's degree in the mathematical or computer sciences. Applicants should also have a minimum of 5 years of recent experience teaching in a secondary school. Demonstrated mathematical problem solving skills as well as interest in and experience with mathematics and/or computing contests at the secondary school level are essential. Duties will include undergraduate teaching and participation in activities of the Centre for Education in Mathematics and Computing, including in the Faculty's secondary school outreach program. Salary range is commensurate with qualifications and experience. The closing date for applications is 15 January 2008. This appointment is subject to the availability of funds. Send curriculum vitae and arrange for three letters of reference to be sent directly to Ian VanderBurgh, Director, Centre for Education in Mathematics and Computing; Faculty of Mathematics, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian Citizens and Permanent Residents will be given priority.

■ MATHEMATICS (FINANCE) — University of Waterloo The Faculty of Mathematics invites applications for a 3-year definite term appointment at the rank of lecturer in the area of Finance. Applicants should possess a Master's degree or PhD in Corporate Finance, Quantitative Finance, Risk Management or Business Administration. Candidates should also posses a professional designation in accounting, finance or risk management, such as a CA, CMA, CFA or PRM. Duties include teaching at the undergraduate level, significant involvement in undergraduate program development and student advising. Candi

Are you a creative educator and researcher looking for a welcome change of scenery? Are you eager to make your personal mark in advancing knowledge and professional practice in a comprehensive university environment? Do you see yourself working as part of a highly collaborative, innovative faculty team with new ways of thinking about our world? Then, Ryerson's Faculty of Engineering, Architecture and Science is where you want to be.

**DEPARTMENT OF ARCHITECTURAL SCIENCE – Tenure-Track Faculty Positions**

The Department of Architectural Science invites applications for three tenure-track positions, at the Assistant or Associate level, commencing August 2008, subject to confirmation of funding - two in the area of Building Science, and one in the area of Project Management. Candidates must have demonstrated teaching ability in the context of graduate and undergraduate architectural education or related disciplines. Additionally, candidates will possess: a doctoral-level degree in Architecture, Engineering or Construction Project Management, demonstrated teaching experience; demonstrated research experience with a record of publication in refereed journals; ability to develop research programs, and prepare, or participate in successful funding proposals from private and public organizations. For full details on responsibilities and qualifications, please visit www.ryerson.ca/jobs

Applicants should submit a complete application, by February 15, 2008, to: Dr. Kendra Schank Smith, Chair, Department of Architectural Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3, Fax: 416-979-5353, E-mail: archsci@ryerson.ca. The review of applicants will continue until suitable candidates are found. Only those candidates selected for an interview will be contacted.

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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dates with experience in teaching, undergraduate advising as well as experience in an industrial setting are preferred. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2008. Applications should be directed to Dr. Peter Wood, Director, Undergraduate Business and Accounting Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (mail to:dean@math.uwaterloo.ca) by February 29, 2008. Application material should include a curriculum vitae and the names and addresses of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

■ MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Solid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in experimental mechanics and research interests in one or more of the following emerging areas: micro/nano-mechanics, mechanics of thin films, mechanics of advanced polymers and polymeric composites, damage mechanics and bioengineering. In particular, candidates with expertise at the interface of two or more of these areas are encouraged to apply. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.mne.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals to a tenure-track position in Fluid Mechanics at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. Applicants with a strong background in either computational or experimental fluid dynamics are encouraged to apply. Our current research in Fluid Mechanics focuses on fundamental and applied problems relating to complex turbulent shear flows, micro-scale flows, environmental flows and reacting turbulent flows. These are studied using a combination of advanced experimental techniques and computational fluid dynamics. Applicants with expertise in complementary or new areas will also be considered. Applicants must hold a PhD in Mechanical Engineering or a related area and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.mne.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical & Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ MECHANICAL ENGINEERING — University of Victoria. The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track, Tier II Canada Research Chair faculty position at the level of Assistant Professor in Biomedical Engineering and Applications related to core Mechanical Engineering disciplines (preferably but not limited to biomedical devices and instrumentation; biomechatronics; and biomechanics). Under exceptional circumstances appointments at the Associate Professor level with or without tenure will be considered. This initial term of this Tier II Canada Research Chair is five years with additional funding for research and teaching relief, renewable upon performance. Candidates for this position must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 23 regular faculty members including three Canada Research Chairs, more than 70 graduate students, and a large number of adjunct faculty members, research personnel and visiting researchers. The Department is very active in research with first-rate laboratories and diverse research funding. The Department has an excellent collegial atmosphere and attracts excellent graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be received by 01 March 2008 and be sent through surface mail to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 STN CSC,Victoria, BC, V8W 3P6, Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. In accordance with the regulations governing Canada Research Chairs, the best-qualified candidate will be appointed, regardless of citizenship or immigration status. Chair nominations are adjudicated by a peer review administered by the CRC secretariat and appointments are conditional upon approval by the secretariat. General information about CRCs may be found at http://www.chairs.gc.ca.

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■ NANOTECHNOLOGY ENGINEERING — University of Waterloo. In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada. We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research. Waterloo is establishing a nanotechnology institute. Our new nanotechnology institute will co-ordinate the research activities of nearly 35 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineer-

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UNIVERSITY OF MANITOBA
FACULTY OF MEDICINE

## THE RUDY FALK CLINICIAN-SCIENTIST AWARD

The Faculty of Medicine of the University of Manitoba invites applications from individuals as candidates for the Rudy Falk Clinician-Scientist Award, to take effect between **July 1, 2008 - December 31, 2008**
The intent of the award is to foster the development of clinician scientists in Canada who are committed both to their patients and basic investigation. For complete award and application details, please visit: http://umanitoba.ca/faculties/medicine/research/other_funding.html

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UNIVERSITY OF NEW BRUNSWICK UNB

## Industrial Research Chair in Knowledge Management

Applications, nominations and expressions of interest are invited for an Industrial Research Chair appointment in Knowledge Management, to be established in the Faculty of Computer Science, University of New Brunswick, in partnership with Innovatia, an Aliant Company. The appointment will be tenured or tenure-track at the rank of either Full or Associate Professor in the Faculty of Computer Science. The Chair will focus on semantic knowledge-based solutions and the entire information lifecycle. The area of research will concern semantic web technologies, user-generated information, and semantic information organization and search technologies delivered through a dynamic knowledge delivery system. Possible specific research areas for the Chair might include, but are not limited to: information architecture; data mining and transformation; knowledge engineering; integrated information environments and knowledge repositories; semantic web technologies; or technology architectures and infrastructures that enable the dynamic delivery of content to a growing number of devices and access modalities. The Chair will co-ordinate research efforts with Innovatia's other related project teams that are focused on single-source content development methodologies and learner-centric delivery approaches. The Chair will participate in activities related to research, such as supervising graduate students or post-doctoral fellows, as well as regular faculty activities in teaching and committee work. The Chair will collaborate with the industrial partner on specific applications to validate research in working environments, and contribute to Innovatia's market-leading methods and procedures through participation in corporate planning sessions, industry speaking engagements, customer meetings, and internal team design and development sessions.

The position will be filled by a researcher with a demonstrated record of excellence in an area of knowledge management. Experience in research collaboration with industry is highly desirable. Candidates must have an earned doctorate in Computer Science, Software Engineering or a cognate field.

After appointment to the Faculty of Computer Science, the successful candidate will provide leadership in the development of a formal application, in collaboration with Innovatia and the Faculty of Computer Science, to the Natural Sciences and Engineering Research Council (NSERC) Industrial Research Chair program. The establishment of the Chair is contingent on approval of the NSERC application. The Chair appointment will be for an initial five-year period, with possibility for renewal for a second five-year term.

Founded in 1785, the University of New Brunswick is one of the oldest public universities of North America. Throughout its long history, UNB has influenced the future of thousands of young scholars. A respected institution with accomplished people, UNB is a strong national university with fully accredited programs and a strong research base. UNB research currently stands at over $50M in grants and contracts, which accounts for approximately 80% of University-based research in New Brunswick. UNB is striving to build a vibrant research culture, incorporating all faculty and students on both UNB campuses.

Innovatia is a leader in the development and delivery of knowledge services. Innovatia provides technical documentation, technical training and technical support services to the telecom and information technology sectors. Innovatia is a catalyst for more efficient and effective product and process implementation for its customers.

The Faculty of Computer Science (FCS) is the premier computer science school in New Brunswick and a leader of computer science education in Atlantic Canada. Its mission is to provide comprehensive computer science and IT education to students and contribute significantly to the growth and support of the IT industry in the Province and the region through its teaching, research and interaction with industry. The Faculty offers a Bachelor of Computer Science, a B.Sc. (Software Engineering) jointly with the Faculty of Engineering, a certificate in Software Development, a new Bachelor of Information Systems, and well-established master's and PhD programs. It operates a long-standing, nationally recognized co-op program. FCS attracts excellent students, and has had programming teams participating in the ACM World Championships in 2003 and 2005. Currently, there are 22 full-time faculty members, including a Canada Research Chair. The Faculty has an active and diverse research environment with approximately $10M in total research funding. Outreach and collaborative research opportunities are available through the NRC Institute for Information Technology on the campus, the Faculty's industry-focused Information Technology Centre, its in-house ACEnet site for high-performance computing, close interdisciplinary research ties with other UNB faculties, and external industry partners.

The University of New Brunswick is committed to the principle of employment equity. All qualified individuals are encouraged to apply. The Selection Committee will begin its deliberations in late January 2008, and will continue until the position is filled. To ensure full consideration for this position, which is expected to commence in July 2008, nominations, applications and expressions of interest should be received by mid-February. Applications should include a curriculum vitae, a one-page statement of research interests, and contact information for at least three referees. All correspondence should be submitted, in confidence, to the address shown below.

**Janet Wright & Associates Inc.**
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
unbchair@jwasearch.com

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# CAREERS CARRIÈRES

ing, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering. Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of $50 million. The nanotechnology institute will share a new $120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo. We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated. Scientific Director: We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair. Research Chairs: We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier I Canada Research Chair and two endowed chairs. Other faculty positions in nanotechnology: There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels. For more information on these opportunities, please contact, Dr. Adel Sedra, Dean of Engineering, e-mail: sedra@uwaterloo.ca; www.engineering.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ NURSING — University of New Brunswick
The University of New Brunswick's Faculty of Nursing invites applications from qualified individuals for one or two tenure-track faculty positions at the rank of Assistant Professor on the Fredericton Campus. These positions both involve undergraduate and graduate teaching, with responsibilities in the Bachelor's (BN) Program and in the Master of Nursing (MN) Program. Areas of expertise may include any of the following: Gerontology, Maternal Child Health, Acute Care, Cardiovascular Health, Clinical Education. As tenure track appointments, these positions both carry expectations for research and scholarship, as well as university and community service. Candidates must hold an earned PhD or equivalent degree, and be registered or eligible to obtain registration as a registered nurse in New Brunswick. Recent relevant teaching experience and evidence of an established program of scholarship are assets. Founded in 1785, the University of New Brunswick is one of the oldest public universities in North America. UNB is a first-class teaching and research institution with fully accredited programs and an excellent research base across its two main campuses in Fredericton and Saint John. UNB offers undergraduate and graduate degrees in more than 60 disciplines to 12,000 students. The Faculty of Nursing offers generic, advanced standing, and post-diploma baccalaureate programs preparing nurses to work with individuals, families, and communities guided by the principles of caring, social justice and primary health care. The BN Program is delivered in Fredericton, Moncton, Bathurst, Saint John, and in collaboration with Humber College in Toronto. The Faculty of Nursing also offers graduate programs of study, leading to the Master's Degree in Nursing. The MN Program concentrates on the development of research and leadership skills, with an option to study in the Nurse Practitioner program. The NP program also leads to the MN degree. All qualified candidates will be encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. These positions are subject to final budgetary approval. Application packages including cover letter and CV should be directed to: Dr. Janice L. Thompson, Dean and Professor, Faculty of Nursing, University of New Brunswick, PO Box 4400,Fredericton, NB, Canada, E3B 5A3; Email: lbujold@unb.ca; Phone: 506-458-7623; Fax: 506-447-3057. The University of New Brunswick is committed to the principle of employment equity.

■ NURSING — University of British Columbia. The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant Professor. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research, and offer a range of innovative and exciting academic programs at the baccalaureate, master's and doctoral level. Our newest program is a master's level Family Nurse Practitioner program, designed to address population requirements for primary care. We have strong and active affiliations with health authority partners serving a diverse range of clinical practice contexts; our research collaborations involve a wide spectrum of disciplines and sectors. UBC is one of Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Master's degree (in Nursing preferred), and be eligible for registration with the College of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. Successful candidates will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, e-mail or fax your letter of application, accompanied by your curriculum vitae and one or two samples of your scholarly writing, a record of teaching effectiveness (if available) and arrange to have three letters of reference sent to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201 - 2211 Wesbrook Mall, Vancouver, BC, Canada, V6T 2B5, Fax: 604-822-7423, Email: DirectorsOffice@nursing.ubc.ca. The final date for application for these positions will be January 31, 2008. Expected start date for these positions will be July 1, 2008 or January 1, 2009. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at http://www.nursing.ubc.ca and information on the employment environment in the Faculty of Applied Science is available at http://www.apsc.ubc.ca/careers.

■ NURSING — University of Windsor. The Faculty of Nursing at the University of Windsor invites applications for two tenure-track faculty positions in the areas of Paediatrics/Child Health and Adult Health, at the rank of Associate or Assistant Professor commencing July 1, 2009. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, Chair, Faculty of Nursing Appointments Committee, University of Windsor, 401 Sunset Ave, Windsor, ON, N9B 3P4, Phone: (519) 253-3000, Ext. 2259; Fax: (519) 973-7084, Email: eliza@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) within North America, call collect outside of North America at 011 - 519 - 561-1432 or Email: recruit@uwindsor.ca.


## Faculty Positions

We have excellent teaching opportunities available in 2008.

**University Level Programs**
Business Administration & Commerce
Humanities
Nursing - BScN
Science
Social Sciences
Teacher Education
Visual Art

**Certificate & Diploma Programs**
Pharmacy Technician
Human Services
Performing Arts
Social Work
Practical Nursing

**Apprenticeship and Technology**
Watch our website **www.rdc.ab.ca** for upcoming postings and sign up to be notified of all our future postings.

**Our Vision and Mission:**
- Our Vision — To be the leading comprehensive college serving learners and communities through excellence and innovation.
- Our Mission — The people we serve will have a foundation of knowledge and skills which enables them to develop to their full potential.

**We're Growing!**
- The largest growth project in our history is underway! Major expansions in facilities, learning programs, services to students and financial supports to learning are integral to our growth. The process to become a degree granting institution is also underway with plans to offer exciting new degrees.
- We continue to offer a diverse selection of programs including applied degrees, degree completion, university transfer, certificates and diplomas, academic upgrading, trades and industrial training, distance learning, continuing and part-time learning, as well as international learning opportunities.

**Making a Difference:**
- Enjoy a positive working environment with small class sizes, dedicated colleagues and an excellent professional development program.

**Quality of Life:**
- Our vibrant city is ideally located between Edmonton and Calgary with access to the province's major universities, arts and cultural events, and the Rocky Mountains.
- Our parks, hiking and biking trails, sports complexes, schools and beautiful outdoor facilities make Red Deer a great place to settle in and call home.

For more information on Red Deer, visit:
www.tournsmreddeer.net
www.reddeer.ca

*Human Resources*
*Red Deer College*
*Box 5005, Red Deer, Alberta T4N 5H5*
*Fax: (403) 342-3161*
*Email: hrn@rdc.ab.ca*

Red Deer College

At Red Deer College we are proud to be...

growing learning living our values

DALHOUSIE UNIVERSITY
*Inspiring Minds*

## School for Resource and Environmental Studies, Faculty of Management

### Position Available – Assistant or Associate Professor (tenure-track)

The School for Resource and Environmental Studies provides a dynamic setting for creative interdisciplinary scholarship. Building on a well-established foundation of research, teaching and community service, the School is poised for growth with expanded roles in undergraduate and graduate education within the Faculty of Management. The School is seeking one, and possibly up to three new professors at the Assistant (tenure-track) or possibly Associate (tenured) rank. One position will begin in July 2008, and the other two, if approved, may begin as soon as July 2009.

We seek applicants with interdisciplinary competences across a range of social and/or biophysical sciences related to natural resources and the environment. Preference will be given to applicants with expertise in several of the following areas: societal adaptation to environmental change; relationships between Indigenous peoples and resources/environment; spatial analysis; sustainability science; energy, water; linkages between business and the environment; and environment-culture relationships.

The School offers strong opportunities for collaborative inquiry with scholars in the other units of the Faculty of Management, which are the Schools of Business Administration, Public Administration and Information Management, and the Marine Affairs Program. In addition, as a comprehensive university, Dalhousie has ten other faculties with which joint work can be pursued.

A completed PhD, evidence of teaching effectiveness, a collegial disposition, and a strong research program (or potential) supported by publications are required. Ideally, applicants will demonstrate capability and interest in teaching large undergraduate classes as well as smaller classes at the graduate level. Supervision of master's theses and internships, as well as PhD theses, is expected. Experience with statistical analysis and various forms of distance education is an asset.

Applications must be received no later than February 15, 2008. Applicants should send a cover letter, curriculum vitae, statement of teaching and research interests and three letters of reference forwarded directly from the referees by post or email to:

**Peter N. Duinker, Chair, Search Committee**
**School for Resource and Environmental Studies**
**Faculty of Management**
**Dalhousie University**
**6100 University Avenue**
**Halifax NS Canada**
**B3H 3J5**
Email: Brenda.Smart@Dal.Ca

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.*



JOHNSON-SHOYAMA GRADUATE SCHOOL OF PUBLIC POLICY

**The Johnson-Shoyama Graduate School of Public Policy**
**Faculty of Graduate Studies and Research**

## Position: Assistant Professor (tenure-track)

The Johnson-Shoyama Graduate School of Public Policy at the University of Regina is looking for a full-time tenure track assistant professor. Areas of teaching responsibility include some combination of governance and public management, public policy analysis and evaluation, and quantitative and qualitative methodology; we also hope to find individuals with secondary substantive policy expertise in areas such as health policy, gender, public opinion polling or environmental and resource policy.

Preference will be given to candidates with a strong record of research and teaching and a demonstrated interest in applying academic research to address real-world public policy problems. Candidates must have the ability to effectively teach professional and pre-professional graduate students. Primary responsibilities of the position include: (1) carrying out a program of research leading to scholarly publication; (2) teaching graduate courses and supervising graduate students; and (3) participating in outreach and public service activities as well as internal service.

We are especially interested in candidates with completed PhDs in political science, public policy, public administration, sociology or other policy related disciplines. The Johnson-Shoyama School offers competitive remuneration commensurate with qualifications and experience, financial support for research and travel to international conferences, and other benefits.

To apply, please send a cover letter, CV, and contact information for three referees to:

Ken Rasmussen, PhD
Director, Johnson-Shoyama Graduate School of Public Policy
University of Regina
Regina, Saskatchewan S4S 0A2 Email: gspp@uregina.ca

Review of applications will begin March 1, 2008 and will continue until the position has been filled. The starting date is July 1, 2008.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Regina hires on the basis of merit and is committed to employment equity. The University welcomes diversity in the workplace and encourages all qualified individuals to apply.

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
**www.uregina.ca**

# CAREERS CARRIÈRES

■ NURSING — University of British Columbia The CAMED Program seeks a Research Associate for our research unit at the BC Cancer Agency. This is an opportunity to work with researchers and clinicians in developing and evaluating complementary medicine education and decision support interventions for patients and health professionals Duties Include: Planning and conducting complementary medicine education and decision support research projects; supervising research unit staff; developing proposals for external funding; writing research articles and piesenting results at academic conferences Qualifications: PhD in a health or social sciences discipline; experience with qualitative and quantitative research; knowledge of complementary medicine and cancer care, minimum of 3 years research experience post PhD; publications related to health research. Duration: One year part-time at 0.8 FTE (possibility of one year renewal). Salary: Commensurate with qualifications and experience. Application dead line: January 31st, 2008. Anticipated start date is February 18, 2008. To apply: Mail or email CV and statement of research Interests to Dr. Lynda Balneaves, School of Nursing, The University of British Columbia, T2D1-2211 Wesbrook Mall, Vancouver, BC V6T 285; Fax 604-822-7869, Email: lynda.balneaves@nursing.ubc.ca The University of British Columbia hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply However, Canadians and permanent residents of Canada will be given priority.

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■ PHILOSOPHY — University of British Columbia Department of Philosophy Rank: Assistant Professor Without Review. This will be a one-year appointment covering the peiod July 1, 2008 to June 30, 2009. The successful candidate may be renewed for up to two more years. ADS: Ethical Theory or Metaethics. Start date: 1 July 2008. Normal teaching load is 2/2, graduate and undergraduate. Potential for excellence in research and teaching are necessary qualifications for this position. This position is subject to finel budgetary approval. A PhD is expected by the time of this appointment. Salary is competitive. Candidates should send a letter of application, a CV, a sample of written research, and three confidential letters of reference. Applications should be sent to Ethics Search, Department of Philosophy, University of British Columbia, Vancouver, BC, V6T 1Z1, Canada. Deadline for all applications is February 1, 2008. Inquiries may be addressed to Professor Margaret Schabas, Head of Department, at mschabas@interchange.ubc.ca. Information about the department is available at http://www.philosophy.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadiens and permanent residents of Canada will be given priority. Information about the department is available at http://www.philosophy.ubc.ca. UBC hires on the basis of merit and is committed to employment equity We encourage all qualified candidates to apply; however Canadians and permenent residents of Canada will be given priority. Information about the department is available at http://www.philosophy.ubc.ca. UBC hires on the basis of merit and is committed to employment equity We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

■ PHYSICS & ASTRONOMY — University of Waterloo The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum Information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plen, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the: Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext 36831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics All qualified candidates are encouraged to apply; however, Canadien citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ PSYCHOLOGY — University of Waterloo The Department of Psychology at the University of Waterloo invites applications for a tenure-track position in Social Psychology at the Assistant to Full Professor level. The area of social psychology is open. Information about the department and the Social Psychology Division can be found at http://www.psychology.uwaterloo.ca The anticipated starting date is July 1, 2008. Applications will be accepted until January 15, 2008 although this deadline may be extended. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three letters of reference to be sent to: The Social Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ PSYCHOLOGY — University of Guelph The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a tenure-track faculty member in either the department of Psychology or the department of Sociology and Anthropology, the successful candidate's teaching will be divided equally between the interdisciplinary core of the Bachelor of Arts and Sciences program and the home department's discipline. Expectations for service will incorporate as equally as possible contributions to the BAS program and to the home department. Duties will also include graduate teaching and supervision, and the development and maintenance of an active research profile. A doctorate is required, with demonstrated expertise in Psychology, Sociology, Anthropology or relevant interdisciplinary studies. Publications and a demonstrated commitment to excellence in interdisciplinary teaching are required. The position is at the rank of Assistant Professor, effective July 1, 2008. The College of Social and Applied Human Sciences comprises disciplines within the departments of Family Relations and Applied Human Nutrition, Geography, Political Science, Psychology, and Sociology/Anthropology. The College also supports interdisciplinary degree programs in Criminal Justice and Public Policy, Environmental Governance, and International Development. It is the largest college on campus. For more information, see http://www.csahs.uoguelph.ca/. The innovative Bachelor of Arts and Sciences Program comprises a minor (of students' choosing) from the BA program, a minor (of students' choosing) from the BSc program, and an interdisciplinary core of "ASCI" courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, for receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ SOCIAL WORK — McMaster University. The School of Social Work at McMaster invites applications for a tenure-track faculty appointment at the rank of senior Assistant Professor or junior Associate Professor, effective July 1, 2008. The School offers a generalist BSW program, a research-centred MSW program and, beginning in 2008 and pending approval, a PhD program in the field of social justice. These programs aim to stimulate critical analyses of the intersection of personal troubles and oppressive structures, and to foster practices and policies directed to the enhancement of social justice. The School is committed to teaching, research and a faculty complement that reflect the diversity of the community. Candidates must have a social work degree and a doctoral degree in social work or a related discipline. We are seeking candidates whose work addresses the dynamics of social inclusion and exclusion, particularly the embedding of ability, class, race and culture in those dynamics. We are especially interested in engaging an Aboriginal scholar or a scholar working on issues of ability/disability, poverty or homelessness. Successful applicants will be able to contribute to the undergraduate and graduate programs through teaching, research and thesis supervision. They will be developing an independent, funded program of research, building links with relevant justice and equity-seeking community and professional groups, and communicating the results of their work in peer-reviewed publications. Experience in community practice and facility in quantitative methods will be considered particular assets. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities. Applications, including a current curriculum vitae, a representative sample of academic writing, evidence of teaching effectiveness and three letters of reference (written directly to the School) should be sent to: Dr. Jane Aronson, Director, School of Social Work, McMaster University, 1280 Main Street West, KTH-319, Hamilton, ON, L8S 4M4; Email: aronson@mcmaster.ca; Website: http://www.socsci.mcmaster.ca/~sework/. Review of applications will begin on January 7, 2008. Applications will continue to be reviewed until the position is filled.

■ SOCIOLOGY — Brandon University. Social Sciences position in Applied Disaster and Emergency Studies (ADES): Brandon University invites applications for a tenure-track faculty position in the Department of Applied Disaster and Emergency Studies (ADES). A candidate with a PhD in emergency management or disaster studies is preferred. A Masters degree in these areas combined with sufficient relevant experience will also be considered. The successful candidate will have demonstrated expertise in education and research focusing on the social science perspectives of disasters. This may be as a specialty in a field such as sociology, anthropology, political science, economics, psychology, planning or human geography. The successful candidate will teach required and elective courses related to their area of specialty. Preference will be given to candidates who can teach the sociology of disasters, vulnerable populations, disaster recovery, and/or similar topics. This position will complement the department's current strengths in the physical sciences and applied management perspectives. Evidence of successful teaching, research and scholarship related to disaster studies and emergency management is required. The candidate should also have practical expe-


Weill Cornell Medical College in Qatar

BIOLOGIST

FACULTY POSITION

**WCMC-Q** seeks candidates for a faculty position with major responsibility for the teaching of an introductory biology sequence of two courses in a premedical program leading to entry to the medical school. Another faculty member conducts a complementary laboratory course sequence. Beyond the principal teaching obligation a successful applicant is expected to participate in advising, committee work, and the academic life of WCMC-D Research space is available as well as research funding support. Details regarding the WCMC-D program and facilities can be accessed at

**www.qatar-med.cornell.edu**

Candidates should hold a Ph.D. degree and possess demonstrable teaching skills as well as experience and training in research. Candidates must be willing to relocate to Doha, Qatar for the duration of the appointment. Academic rank and salary are commensurate with training and experience and are accompanied by a competitive foreign-service benefits package. Qualified applicants should submit a curriculum vitae and a letter of interest outlining their teaching and research experience to:

**facultyrecruit@qatar-med.cornell.edu**

***Please quote Faculty Search #08-caut-BD1 on all correspondence**

*Cornell University is an equal opportunity, affirmative action educator and employer.*

*The screening of applications will begin immediately and continue until suitable candidates are identified. Service is expected to begin in August 2008.*

*Please note, short-listed candidates will be asked to provide names of three references.*



RYERSON UNIVERSITY

powered by imagination

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 95 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

**TENURE-TRACK & LIMITED-TERM FACULTY POSITIONS**

**Department of Computer Science**

Faculty of Engineering Architecture and Science

The Department of Computer Science offers a four-year accredited program with an optional co-op leading to a Bachelor of Science (B.Sc.) degree in Computer Science. The Department also offers a graduate program leading to a Master of Science (M.Sc.) degree. Information on the Department can be found at www.scs.ryerson.ca.

The Department invites applications from outstanding candidates for two tenure-track positions and a three-year limited-term faculty position in Computer Science, beginning July 1, 2008, subject to budgetary approval. Candidates must have a PhD in Computer Science or closely related fields. We are especially interested in candidates with expertise in artificial intelligence, robotics, software engineering, human computer interaction and information security, but we may also consider exceptional applications from candidates in other areas of computer science. The successful applicants are expected to have demonstrated excellence in teaching and research, with the ability to establish or maintain a dynamic research program.

The level of appointment and salary will be commensurate with the qualifications of the candidate. Applications, including a curriculum vitae, a statement of research and teaching interests, and the names of at least three references, should be sent to: Dr. Alieze Sedeghian, Chair, Department of Computer Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5064 E-mail: recruit_cs@ryerson.ca. The selection committee will start reviewing applications after March 30, 2008. Please note that applications received after this date will continue to be considered until suitable candidates are found. We thank all applicants for applying; however, only those selected for an interview will be contacted.

*Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority*

ENGINEERING | ARCHITECTURE | SCIENCE



DALHOUSIE UNIVERSITY

*Inspiring Minds*

**Associate Dean, Faculty of Management / Director, School of Business Administration**

The Dalhousie School of Business Administration and Faculty of Management invite applications for a tenure-track or tenured appointment (dependent upon qualifications and experience) commencing July 1, 2008. The successful applicant will also receive a five-year term appointment as Associate Dean of the Faculty of Management and Director of the School of Business Administration.

Dalhousie's School of Business Administration is unique in its location in the Faculty of Management, which has a strong commitment to values-based management and inter-disciplinary research and learning. The Faculty also includes the School of Information Management, School of Public Administration, and School for Resource and Environmental Studies. Thus, the successful candidate will have opportunities to work with like-minded colleagues in all four Schools. The School of Business Administration, with over 1500 students in its undergraduate and graduate programs, has an enviable record in its professional development programming and offers an array of innovative combined and mid-career programs.

The successful candidate will have: a doctorate in a relevant discipline (preferred); a commitment to excellence in research and teaching; an entrepreneurial spirit; superlative interpersonal skills; and, a track record of success in team building, performance management, and leading innovation and organizational change.

The Associate Dean/Director reports to the Dean of the Faculty of Management. The successful candidate will lead the School in the implementation of an innovative educational plan within the framework of the Faculty and play a leadership role in the development and implementation of new programs consistent with the strategic direction of the Faculty of Management. Information about the Dalhousie School of Business Administration and the Faculty of Management may be found at http://management.dal.ca.

Applicants should send a curriculum vitae (including names and contact information for three referees, who will be contacted only for shortlisted candidates), and a statement of teaching and research philosophy to: **Fiona Black, Chair, Advisory Committee on the Appointment of the Associate Dean, Faculty of Management / Director of the School of Business Administration, Faculty of Management, 6100 University Avenue, Suite 3050, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5.**
Fax: Int+1.902.494.2451. Email: Fiona.Black@dal.ca.

This search will continue until the position is filled.

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.*

# CAREERS CARRIÈRES

rence in the area and an understanding of the challenges posed by an interdisciplinary approach to the field. This is an applied program so the successful candidate will have the ability to effectively link university-based activities with public and private agencies and institutions. The AOES program has been in place since 2001 and has an established student base. Brandon University has invested significantly in library holdings and information technology, including a fully equipped Emergency Operations Lab, to support teaching and research. AOES offers four-year BA or BSc degrees. Applications are invited until the position is filled. The selection process will begin February 18, 2008. The appointment will take effect August 1, 2008 or upon candidate availability. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application, curriculum vitae, transcripts, citizenship or Canadian Immigration status, and the names and email addresses of three referees to: Dr. Austin Gulliver, Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Email: gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ SOCIOLOGY & ANTHROPOLOGY — University of Guelph. The College of Social and Applied Human Sciences at the University of Guelph invites applications for a tenure-track cross-disciplinary position in Psychology or in Sociology/Anthropology with a program of research and teaching interests that apply to issues in science/technology. Based as a tenure-track faculty member in either the Department of Psychology or the department of Sociology and Anthropology, the successful candidate's teaching will be divided equally between the interdisciplinary core of the Bachelor of Arts and Sciences program and the home department's discipline. Expectations for service will incorporate as equally as possible contributions to the BAS program and to the home department. Duties will also include graduate teaching and supervision, and the development and maintenance of an active research profile. A doctorate is required, with demonstrated expertise in Psychology, Sociology, Anthropology or relevant interdisciplinary studies. Publications and a demonstrated commitment to excellence in interdisciplinary teaching are required. The position is at the rank of Assistant Professor, effective July 1, 2008. The College of Social and Applied Human Sciences comprises disciplines within the departments of Family Relations and Applied Human Nutrition, Geography, Political Science, Psychology and Sociology/Anthropology. The College also supports interdisciplinary degree programs in Criminal Justice and Public Policy, Environmental Governance, and International Development. It is the largest college on campus. For more information, see http://www.csahs.uoguelph.ca/. The Innovative Bachelor of Arts and Sciences Program comprises a minor (of students' choosing) from the BA program, a minor (of students' choosing) from the BSc program, and an interdisciplinary core of "ASCI" courses developed for and available only to the BAS cohort of students. The program includes a community service component and opportunities for independent research and learning, including study and volunteerism abroad; students attracted to the BAS program tend to be strongly committed to social justice work in such areas as literacy, numeracy, global health, poverty, and the environment. In its sixth year of operation, the program has already produced highly diverse and accomplished graduates, and attracted 900 applications for 120 places in the fall 2007 admissions cycle. For more information, see http://www.uoguelph.ca/bas. Applicants should send current curriculum vitae, statement of research and teaching interests, samples of publications, and three letters of reference, for receipt by 31 January 2008, to: Dr. Donna Pennee, Associate Dean, Arts and Social Sciences, University of Guelph, Guelph, Ontario, N1G 2W1, Fax (519) 821-5704. No applications will be received electronically. Inquiries may be directed to dpennee@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ SOCIOLOGY & ANTHROPOLOGY — Carleton University. The Department of Sociology and Anthropology invites applications for a tenure-track position at the rank of Assistant Professor, to commence July 1, 2008. We seek a Sociologist whose primary expertise lies in the area of Political Economy and/or Social Justice. Applicants who bring a feminist perspective to their work in these areas are particularly welcome. Secondary research and teaching competence in any of the following areas is also an asset: criminology, sociology of education, and qualitative methods. The successful applicant will be expected to develop a program of research leading to significant peer-reviewed publications, and to do graduate and undergraduate teaching. Preferred candidates will have completed a doctorate in sociology or a cognate social science discipline, and show potential for excellence in teaching and research. Applicants are requested to forward: a letter of application, stating research and teaching interests; a current curriculum vitae; evidence of teaching ability; examples of publication. Applicants should also arrange for three letters of reference to be forwarded to the Department by February 4, 2008, when we will begin to review applications. Applications and letters of reference should be addressed to: Professor Peter Gose, Chair (attn: Political Economy/Social Justice position), Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Please send your email enquires regarding this position to peter_gose@carleton.ca. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. Canadian citizens and permanent residents will be considered first for this position.

■ SPANISH & LATIN AMERICAN STUDIES — University of Waterloo. Applications are being accepted for a tenure-track position in Latin American Literature and / or Cultural Studies at the Assistant / Associate Professor Level. The department is seeking a researcher and teacher who can contribute to the growth of the undergraduate program in the areas of language, literature, culture and translation studies. An interest in testimonial literature and Human Rights, and experience in International Relations will be considered an asset. Administrative ability and commitment to continuing research PQ in a related field and have a native or near-native command of both Spanish and English. Please send letter of application, curriculum vitae, teaching portfolio, a sample of a recent publication or research work, along with the names of three referees (letters of recommendation are not requested at this stage) to: Dr. María del Carmen Simo, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, ON N2L 3G1. Tel: 519-888-4567, ext. 35710. Fax: 519-746-7881. Email: mslieto@watarts.uwaterloo.ca. Starting date will be no later than January 2009. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Review of applications will begin on January 15, 2008 and continue until the position is filled.

■ STUDIO (PAINTING) — University of Toronto Scarborough. Applications are invited for a teaching stream position at the rank of Lecturer in Studio, Department of Humanities, University of Toronto Scarborough (UTSC) to begin July 1, 2008. The position is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. The successful candidate's creative practice will demonstrate expertise in contemporary painting and drawing as well as a related interest and expertise in digital art practices. Teaching responsibilities will include undergraduate courses at all levels, and graduate teaching and supervision. The department particularly encouragas applications from candidates who can address current issues in contemporary art theory and practice in their teaching, and whose work pushes beyond conventional boundaries. The position requires a commitment to curriculum development and innovation to teaching. The appointee will be expected to contribute to the academic life of a dynamic interdisciplinary department where arts management, music, drama, art history and studio flourish together, and to participate actively in the Master of Visual Studies Program. Publications, curatorial work, and evidence of other creative activities will be viewed favourably by the committee. Demonstrated excellence in teaching is required. Candidates with a completed MFA or equivalent and an established exhibition record will be given preference. Salary to be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary graduate department. UTSC is a research-intensive institution with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages. Additional information on the Department can be found at http://www.utsc.utoronto.ca/~humdiv/index.html. Applicants should send a letter of application, a complete curriculum vitae, statement of teaching philosophy, teaching evaluations, examples of course outlines, a portfolio of 20 images of recent work on DVD or slides to Professor William R. Bowen, Chair, Department of Humanities. Three letters of reference should be sent directly to Professor Bowen. Applications and reference letters may be submitted electronically (preferred) to StudioSearch@utsc.utoronto.ca or mailed to Studio Search, Department of Humanities, UTSC, 1265 Military Trail, Toronto, Ontario, M1C 1A4, Canada. The closing date for applications is January 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ STUDIO (SCULPTURE) — University of Toronto Scarborough. Applications are invited for teaching stream position at the rank of Lecturer in Studio, Department of Humanities, University of Toronto Scarborough (UTSC) to begin July 1, 2008. The position is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. The successful candidate's creative practice will demonstrate expertise in contemporary sculpture. Applicants for this position must demonstrate an expertise in sculpture with an emphasis on general sculptural skills in a variety of materials and processes. Applicants should have a strong background in the theory and practice of both traditional and contemporary sculpture. Ability to teach courses in drawing, installation, digitally produced sculpture, will be considered an asset. Teaching responsibilities will include undergraduate courses at all levels, and graduate teaching and supervision. The department particularly encourages applications from candidates who can address current issues in contemporary art theory and practice in their teaching and whose work pushes beyond conventional boundaries. The position requires a commitment to curriculum development and innovation to teaching. The appointee will be expected to contribute to the academic life of a dynamic interdisciplinary department where arts management, music, drama, art history and studio flourish together, and to participate actively in the Master of Visual Studies Program. Publications, curatorial work, and evidence of other creative activities will be viewed favourably by the committee. Demonstrated excellence in teaching is required. Candidates with a completed MFA or equivalent and an established exhibition record will be given preference. The closing date for applications is January 15, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

■ SYSTEMS DESIGN ENGINEERING (SHARCNET CHAIR) — University of Waterloo. Applications are invited for a tenure-track faculty position at the rank of Associate or Full Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong abilities in both teaching and research. We are primarily interested in a person whose research is in computational mathematics, in general, encompassing high-order numerical methods and scalable solvers for the numerical solution of partial differential equations, with a focus on environmental, climate and weather system modelling. The construction of high-order numerical methods and scalable parallel solvers as the basis for building advanced simulation capabilities is a high priority area of research for the department. As the SHARCNET Chair holder in Systems Design Engineering the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculties of Mathematics and Science, as well as other members of the SHARCNET network. Opportunities for collaboration within the Department of Systems Design Engineering include blood flow modelling, inverse modelling and analysis of very large data sets, remote sensing, signal processing, biological/environmental systems modelling, pattern recognition, hierarchical stochastic modelling, and multi-disciplinary design optimization. As the holder of the SHARCNET Chair in Systems Design Engineering at the University of Waterloo the successful applicant would be ideally placed to build on the strengths in Systems Design Engineering and to contribute to those in computer science, mathematics and science at UW and the other SHARCNET members. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at http://www.systems.uwaterloo.ca/. Applications should be forwarded to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dacheng@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://systems.uwaterloo.ca/docs/cvformat.pdf. Applications will be reviewed starting on January 2, 2008.

## ACCOMMODATIONS

■ GOING ON SABBATICAL? – Sabbatical-Homes.com caters to minds on the move. CAUT members feel at home no matter where they go. Long- and short-term, home-exchanges and housesitting opportunities for academics available since 2000 at http://sabbaticalhomes.com.

■ EDINBURGH, SCOTLAND – Edinburgh, Scotland fully furnished 3-bedroom flat for rent from September-December 2008 and/or January-June 2009. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x7660 Trent University. Email: kchittick@trentu.ca or swbrown@trentu.ca

■ SOUTH OF FRANCE — Holiday rental: medieval house and studio, 16th century village of Montagnac near Montpellier/ Mediterranean. Contact: sjevent@shaw.ca; Web: www.sjevent.ca.

## FOR SALE

■ TORONTO PHD GOWN & HOOD— Polyester and wool. Like new, worn twice. Sized for six feet 170 lbs. $225. macewen@wordtek.com. 609-924-6481.


Wilfrid Laurier University

Inaugural Dean, Faculty of Education, Wilfrid Laurier University

www.wlu.ca/education

In adopting the professional development schools (PDS) practicum model as its pivotal structural component, *Wilfrid Laurier University*'s newly launched Faculty of Education is already a pioneer in the study of education in Canada.

The new Faculty – the first faculty of education in its region – represents a collaboration between Laurier, four district school boards, and St. Jerome's University. Its foundational model provides real-life, whole-school experience and addresses the needs of all stakeholders – education candidates, the schools, the Faculty, and local school boards. In its first year, 2,700 candidates applied to the Faculty, and 71 entered the Program.

The inaugural Dean will lead the Faculty as it embarks upon program and faculty development, an administrative and budgetary agenda, and external relations activities. Candidates should demonstrate innovative academic and administrative leadership, University teaching experience and strong scholarship/research in a relevant discipline, experience with schools and teacher education, an ability to foster external relationships, and a commitment to practice-based inquiry.

Wilfrid Laurier University, as attested to in recent surveys conducted by the *Globe and Mail* and *Macleans*, is one of Canada's top-tier primarily undergraduate universities. It has a total of 14,500 students (full- and part-time, graduate and undergraduate) and 2,250 faculty and staff, and is located in the centre of Canada's Technology Triangle.

Wilfrid Laurier University is committed to equity and values diversity. The University welcomes applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The review of applications will begin in mid-February 2008. Inquiries and applications (including a c.v. and a covering letter), and referrals/nominations should be sent electronically to clare.deutsch@raybern dtson.ca. To ensure consideration, candidate documentation should be received by February 8, 2008.

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momentum: faculty of nursing

UNIVERSITY OF CALGARY

At the **University of Calgary's Faculty of Nursing**, we are building a culture of excellence, innovation and creativity. Outstanding candidates are invited to apply for tenure-track positions in the Professoriate and Instructor ranks.

We are seeking professorial faculty members to establish independent or collaborative externally funded research programs and to contribute to graduate and undergraduate teaching. One position is available for a Nurse Practitioner qualified academic. Clinical and teaching scholarship are required for applicants seeking appointment to Instructor rank positions.

While all applications will be considered, candidates with clinical or research expertise in the following areas will be of particular interest:

• Mental Health Nursing • Seniors Health • Adult Health • Curriculum Theory/Design • Internationalization

Interested candidates should submit a cover letter and curriculum vitae to: **Dr. Dianne Tapp**, Acting Dean, Faculty of Nursing, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Confidential fax: (403) 282-5820. E-mail: dtapp@ucalgary.ca.

Applications will be reviewed on an ongoing basis until all vacancies are filled.

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.*

For additional details, please visit the University of Calgary career opportunities web page at **www.ucalgary.ca/hr/careers**. Use keyword search: **#5916**

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DALHOUSIE UNIVERSITY
*Inspiring Minds*

**Department of Mechanical Engineering**

**Candidate for a Chair In Design Engineering (Mechanical)**

The Department of Mechanical Engineering at Dalhousie University (www.dal.ca) is seeking a suitable candidate to nominate for a Natural Sciences and Engineering Research Council of Canada (NSERC) Chair in Design Engineering (www.nserc.ca/professors_e.asp?nav=profnav&lbi=c3).

The ideal candidate is a senior mechanical design engineer practicing in industry, or a university professor with extensive industrial design experience. Upon receiving the award, the candidate will be appointed a professor in the Department.

Contact as soon as possible: **Dr. V. Ismet Ugursal Head, Dept. of Mechanical Engineering** (Ismet.Ugursal@Dal.Ca, Tel +1 902 494 2246, Fax +1 902 423 6711)

# Corporate Ethos Reshaping University Culture

By JOHN HOBEN & ELIZABETH YEOMAN

In contrast to a corporatized bureaucracy, John Hoben and Elizabeth Yeoman propose a return to the notion of the university as a self-regulating, democratic learning community.

In an era of democratic crisis, universities are abandoning their conventional role as independent sources of critical thought and moving towards becoming centralized sites of corporate-funded knowledge production.

The renaming of the prestigious Canada Graduate Scholarship as the J. Armand Bombardier Canada Graduate Scholarship is just one recent indicator of the contemporary consolidation of a corporate/state alliance which oversees the funding of scholarly work.

More disturbing, the corporatization of university culture is increasingly being accepted as an inevitable aspect of the new academic "reality," one which poses some very real dilemmas for various social and intellectual minorities whose interests and work are situated outside of the dominant corporate paradigm. This is of particular concern in relation to graduate students: first, because they are most vulnerable and second, because they may come to see this new mercantilist standard as an unalterable institutional norm.

This shift is occurring in some seemingly innocuous ways which nevertheless may augur profound cultural changes. For example, students are socialized into the process of proposal writing, given courses on how to prepare successful grant applications, and, more important, forcefully reminded that funding is an integral part of academic success.

In a sense, we are seeing the rise of an informal culture of "teaching to the test" with students being taught not so much how to ask good questions, but how to shape their proposals to attract funding. At the same time, the principal and most prestigious source of funding in the social sciences and humanities in Canada is currently using language like "an entrepreneurial advantage that translates knowledge into practical applications[1] and "the key role research plays in a competitive, global, knowledge-based society and economy.[2]

Together such trends seem to obscure the fact that one of the most important pedagogical functions of the university is to create a context in which original thinkers can share and develop ideas and dissenting views can find a place to work their way into an atrophying public sphere.

Perhaps, then, we need to consider the possibility that research funding has come to constitute a powerful hidden curriculum. In this respect, we seem to have forgotten John Stuart Mill's admonition that the public interest often requires the protection of forms of expression whose value or utility are not immediately evident. Instead, we have come to rely on a very narrow notion of merit as a kind of intellectual Calvinism that threatens to hide the profound ethical and epistemological losses which are an inevitable corollary of such a Manichean scheme.

Some have argued that corporate influence in the "hard" sciences has led to an academic climate in which scientists are reluctant to share ideas, at the expense of intellectual innovation and public safety.

However, if it is really true that critical education is essential to the viability of a functioning democracy, shouldn't we be even more concerned about the proliferation of rigid, corporate-driven funding criteria within the social sciences and traditional humanities? What implications do close corporate alliances and narrowly-focused research agendas have for scholarly work within fields such as education which are closely related to citizenship training and democratic values?

This overdetermination of intellectual discourse reflects a profound failure to consider that informal, uncompetitive, democratic and exploratory forums can lead to more creative thinking, to integrating various kinds of knowledge, and to making intellectual leaps in ways that more focused agendas cannot. This does not mean that funding bodies do not make possible much valuable, interesting and important work. Nor does it mean that by speaking about such issues we betray a lack of gratitude or pragmatic discernment.

**Quite simply, a central component of any academic ethic must be a willingness to safeguard the university against threats to its autonomy.**

In many respects, university faculty and students must come to terms with the reorganization of universities along corporate lines, not simply in relation to the corporatization of funding regimes, but also the proliferation of consumer-based approaches to course offerings, the intensive attention given to faculty funding, the erosion of tenure, and the standardization of academic curricula as well as indicia for teaching success.

However, the complexities of such changes should not be underestimated. Undoubtedly students need funding – they must publish in peer reviewed journals and they must meet the criteria specified by standardized course assessments if they want to have a university career which constitutes anything other than the most tenuous or marginal of academic existences.

Yet, despite such emergent realities, given our collective responsibility as members of democratic learning communities, we must help young intellectuals make informed ethical decisions as they assess their own values in an attempt to take up more nuanced positions which go beyond a simpleminded acquiescence to ever more intrusive changes to contemporary academic culture. More important, such efforts must be reinforced by those of tenured professors in voicing the complex politics of market reform as these issues become central to the socialization of the next generation of academics.

In contrast to a corporatized bureaucracy, or a "knowledge factory," we propose a return to the notion of the university as a self-regulating, democratic learning community, which has a key role to play in the dissemination of not only technical knowledge, but also critical knowledge and democratic values. Quite simply, a central component of any academic ethic must be a willingness to safeguard the university against threats to its autonomy. Seen within the broader context of an increasingly authoritarian culture, the importance of pursuing the kinds of questions we are asking here cannot be overstated, even in light of potential personal and professional costs.

We suggest this is a task that requires us to redefine merit in terms of its relation to a conception of professional integrity that precludes, or at the very least resists, encroachments on the university's autonomy in the interests of free inquiry and the broader public good.

Contrary to popular conceptions, the rewarding of merit is not a zero sum game, but is a procedural aim closely linked to a notion of distributive justice and our ability to create learning communities which are a model of the type of state and the type of future we would envision for both our children and ourselves. Such a future should not be lightly bartered away, but should be subjected to a moral accounting.

In contrast to the existing culture of complicity, a dialogue about these issues would represent an important strategy of resistance in the struggle against the destruction of collaborative learning communities through the insidious commodification of democratic critique. ■

1. *Framing our Direction*, Social Sciences and Humanities Research Council of Canada, p. 2, www.sshrc-crsh.gc.ca/web/home_e.asp.

2. *Ibid*, p. 3.

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The views expressed are those of the authors and not necessarily CAUT.

## Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime, duhaime@caut.ca.